



**Dec. 15, 2025**

Today's bargaining session with the Doctors Council SEIU for Primary Care and Urgent Care was another day of incremental changes by both parties as we continue to move closer to a reasonable middle ground.

We started the day with an updated proposal that would raise the conversion factor for APPs working in Urgent Care to the 60th percentile. Our proposal results in an increase to current hourly rates for Urgent Care providers, as well as the conversion factor for the APPs.

The union responded by presenting updated proposals on compensation and other non-pay economic issues. While some of the union's provisions get us closer to middle ground, the union's proposal still leaves gaps to bridge. It is encouraging to see the union removed language specific to staffing ratios, but we want to reiterate that we must maintain an approach to this contract that allows us the flexibility to adapt our care model as the needs of our patients continue to evolve.

We ended the day adjusting our compensation proposal for Primary Care APPs by increasing the conversion factor for production from the 55<sup>th</sup> to the 58<sup>th</sup> percentile. We also clarified that in accordance with the existing Continuing Medical Education policy, eligible expenses occurring in the following year can be paid with the current year's allowance.

**Next steps**

Our next bargaining session is Wednesday, Jan. 7. Thank you for your ongoing commitment to patient care.