



**March 27, 2026**

In yesterday's bargaining sessions with the Doctors Council SEIU for Primary Care and Urgent Care we exchanged proposals on several of the open items within the contract.

### **Compensation proposals**

Both sides revised their proposals several times during the day, making good progress toward a fair agreement. We're pleased to see the union make some changes. Our differences are now minimal, mainly focused on the production conversion factor and how increases and decreases are handled over the contract term. While today's efforts were promising, we have reached a point where we have very little room left to adjust our current proposals.

### **Package proposal**

The parties also offered packages on open non-compensation items:

- Seniority
- CME
- Leaves of absence
- PTO
- Professional Practice and Employment Agreements

We reached a tentative agreement with the union on CME, leaves of absence and seniority. We are hopeful we can get closer to final agreement on the other areas soon.

### **Accounting for incentive bonus**

Meeting quality standards, effective documentation and coding reflects our dedication to our patients and their care. Throughout the negotiation process we have proposed integrating the quality incentive bonus into the production conversion factor. This approach does not eliminate the incentive; rather, it incorporates it into total cash compensation so all providers can benefit consistently. Quality expectations will continue to be discussed at the local level rather than tied directly to individual financial outcomes.

### **Next steps**

The parties discussed setting up an additional bargaining session. A path to a finalized contract is available if the union is willing to come to the table and commit to making progress towards a responsible and sustainable agreement.

We will keep you updated throughout the process. Thank you for your dedication to our patients and communities.