



Sept. 24, 2025

At today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care, we continued our discussions on compensation.

Compensation proposal

We started the day by offering an updated proposal on primary and urgent care compensation.

Primary care

- We increased the proposed base salary to the 35th percentile (up from the 30th), along with a corresponding change to the wRVU productivity standards.
 - Our proposed dollar amounts use the 35th percentile for 2025. The amounts will be updated each year.
- We also updated this proposal language: *"Production compensation draws will be set at **up to 90%** of the anticipated production compensation based on expected annual income from the prior twelve months level of personal professional wRVU production adjusted for FTE and any other known changes that could impact a provider's wRVU production."*

Urgent care

- The hourly rates in our current proposal are based on the 42nd percentile and are either at or above the current hourly rates for 2025.
 - The dollar amounts included in our proposal use the 42nd percentile for 2025. The amounts will be updated each year.
- The proposal language was updated to indicate that production compensation draws will take place semi-annually rather than annually.

Next steps

The union presented an updated compensation proposal late in the day. We will respond at a later session. Our next bargaining session is Tuesday, Oct. 7. Thank you for your commitment to our patients and communities.