



Sept. 3, 2025

At today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care, we reached a tentative agreement on the scheduling, health and safety and on-call duty package proposal. We have discussed these areas numerous times, and it is encouraging to have them completed. Consistent with most of our tentative agreements, today's largely mirrors what is currently in place. We also exchanged proposals on the economic components of the contract.

Urgent care compensation

We appreciate the movement the union made in their most recent proposal on urgent care compensation. However, the proposal is still seeking weekday shift increases of 14-21% for physicians and 20-31% for APPs.

To continue progress, we proposed to increase the APP conversion factor from the 50th to the 55th percentile. We are already proposing hourly rates comparable to what is in place now. The union did not respond to this proposal today.

Next steps

Our next bargaining session is Wednesday, Sept. 10 and we will keep you updated throughout the process. Thank you for your commitment to our patients.