



**Dec. 3, 2025**

We began today's session by presenting an update to our compensation proposal to include additional roles. In addition, we updated the language on the production pay draw to allow physicians to set their annual draw between 75-95% of anticipated compensation. We also told the union we were declining their proposal on house officer/house doctor as periodically serving in this role is an expectation of hospitalists, and we don't feel additional compensation is appropriate.

The union presented proposals on all its open items that mostly held to its previous positions with just a few minor changes including incorporating our language on production pay draw. We are reviewing the union's proposals and will respond later.

### **Next steps**

We meet with the union again on Thursday, Dec. 11 and will continue to share updates throughout the process. Thank you for your continued dedication to our caring mission.