

# What are you willing to potentially lose?

Once a collective bargaining agreement (CBA) is negotiated, changes to schedules, call structure, staffing models, EMR workflows, and productivity expectations would be subject to the one-size-fits-all approach of a CBA.

Meanwhile, Dr. Babcock's team has – in the past year – heard your feedback and made improvements, including:

- Increased physician per diem rate
- Created new procedure service at First Hill that improved time to procedure, decreased cost of care delivery
- Created a compensation committee
- Updated physician contract: ~65th percentile, traded shifts for backup, created surge staffing model
- Updated APC contracts: 156 shifts, restructured vacation, increased pay
- Negotiated approval for APC swing at First Hill
- Improved staffing process and communication
- Decreased our open shifts
- Clarified nocturnist shift expectations at First Hill



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