



Oct. 29, 2025

In today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care we continued discussions on paid time off (PTO) and professional practice and were able to clarify a few areas of our operations. Late in the day, the union offered a proposal on CME. We will review and respond later.

Productivity target clarification

The union began by asking questions about the provider productivity target, which is currently set at the 65th percentile as a measurement of system performance. As a part of our continuous improvement work, leaders are collaborating with providers to identify and address barriers that may impact patient access and visit coding. We encourage all providers to speak with their leaders if they have questions or concerns.

PTO

We are proposing a genuine PTO plan that can be used for vacation, personal time, holidays and sick time. A PTO bank of 288 hours would be front loaded at the start of each calendar year for existing employees. PTO would be prorated based on FTE, but the front-loaded bank would never be fewer than 80 hours. We updated the following areas within our most recent proposal:

- Updates to the timekeeping provisions
 - Half/full day increments for Primary Care
 - Increments in Allina Health's timekeeping system for Urgent Care.
- Updates to how to request PTO to better match the union's proposal.
- Adding in Allina Health-recognized holidays:
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving
 - Christmas
 - New Year's Day
- Minor changes to the Urgent Care holiday scheduling to match the current process.

Work stoppage and next steps

While it was not discussed in today's session, we want to reiterate that we are disappointed Doctors Council SEIU-represented Primary Care and Urgent Care providers are deciding to engage in a work stoppage on Wednesday, Nov. 5 instead of continuing in meaningful negotiations. The bargaining table is where a responsible path forward for all parties can be found, and we have an additional bargaining session scheduled before the one-day strike is planned to occur.

While we have made substantial progress on several issues, the union's request for significant compensation increases and extreme benefits proposals are simply not realistic or sustainable. Given rising health insurance costs, ongoing financial challenges for health care providers and anticipated reductions in reimbursements and programs like Medicaid, we cannot agree to a contract that will add significant new costs and will undermine our ability to operate and serve the community.

Our next bargaining session is Monday, Nov. 3. We are committed to ongoing bargaining in our scheduled sessions through 2025.

Thank you for your ongoing support of our patients and community.