



**Nov. 3, 2025**

The union started with two proposals in today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care. We finished the day by presenting an updated compensation proposal to the union.

### **Paid Time Off (PTO)**

The union proposed that Primary Care providers could choose to use PTO when clinics are closed for holidays on their scheduled workdays. We declined this proposal because the Fair Labor Standards Act prohibits that type of arrangement when providing a base salary to APPs. The base salary is a key part of both parties' compensation proposals.

Our PTO proposal and the union's are coming closer to agreement. As a reminder, 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.

### **Paid Family and Medical Leave (PFML)**

The union continues to propose to incorporate the current Allina Health caregiver leave into its proposal for disability leaves. We have been clear that we are sunsetting this policy for all Allina Health Care Team Members because of the new Minnesota PFML law and we are not interested in specific carve-outs for an employee group.

Effective Jan. 1, 2026, Minnesota's new PFML program provides eligible Care Team Members, including our Allina Health providers, with payments and job protections for multiple types of medical and family leave.

Disability benefits covered under Allina Health policy or collective bargaining agreements, such as short-term and long-term disability, will be offset by any Minnesota PFML benefit received by a Care Team Member.

- Providers may use PTO to make up the difference between short-term disability benefits or Minnesota PFML benefits and their regular pay.
- Allina Health will not pay the difference between the provider's regular pay and the Minnesota PFML benefit.
- Minnesota PFML does not apply for Care Team Members who work in Wisconsin.
  - Minnesota PFML is funded through a Minnesota tax that is not applied in Wisconsin.
  - Care Team Members who work in Wisconsin are eligible for short-term and long-term disability benefits and may use PTO to cover the difference between short-term disability benefits and regular pay.
- If you have more questions not covered by the frequently asked questions on our AKN page, contact the *HRConnect* Service Center at 612-262-4688 and follow the 'Leave of Absence' prompts or contact your leader.

### **Compensation**

At the end of the day, the union made a new compensation proposal.

- For physicians, the union reduced its base salary proposal by 5 percentiles (e.g., 50<sup>th</sup> to 45<sup>th</sup>).
- For APPs, the union similarly reduced its base salary demand and for the first time offered to tie the salary to the market.

We responded by increasing the production conversion factor for Primary Care providers to be set at the market average 55th percentile of TCC/wRVU for the provider's specialty.

**Work stoppage and next steps**

We again 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 this Wednesday, Nov. 5 instead of continuing in meaningful negotiations. The bargaining table is where a responsible path forward for all parties can be found.

Our next bargaining session is Friday, Dec. 5. Thank you for your commitment to our patients and communities.