



March 16, 2026

We started today's bargaining session with the Doctors Council SEIU for Primary Care and Urgent Care with an updated compensation proposal. Later in the day, we exchanged package proposals on paid time off (PTO), professional practice and employment agreements and patient contact hours.

Compensation proposal

In our updated proposal, we offered to increase the conversion factor for APPs in primary care from the 59th percentile to the 60th. As noted previously, our ability to make changes to our proposal is becoming increasingly limited.

Package proposal

We offered a package proposal covering PTO, professional practice and employment agreements and patient contact hours and added a yearly 40-hour PTO carryover, giving providers more flexibility. Currently, their time away policy does not allow any carryover.

The union offered a slightly modified package proposal, with minor changes to the non-compete provision and PTO hours, as well as adopting the 40-hour carryover for PTO we proposed.

Allina Health finances and nonprofit community benefit

Allina Health is a trusted partner in our communities, playing a major role in the health and well-being of the people we serve. It's our responsibility to make spending decisions across the organization, including in our primary care practice, that ensure our patients continue to have access to the integrated, high-quality care we provide, well into the future.

Next steps

Our next bargaining session is Thursday, March 26. We appreciate your dedication to consistently providing high-quality care to your patients.