



May 5, 2025

At today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care, we continued our discussions on compensation.

Benefits

We informed the union that we aim to provide a common set of benefits for all Care Team Members, including health insurance, dental insurance, retirement and continuing education. The union's proposal would require Allina Health to create multiple carve-out benefits and an entirely new health insurance plan, which we are not interested in doing for a subset of Care Team Members.

Compensation model

We aim to fairly compensate our providers to attract and retain top talent. Our first economic proposal was designed to be a starting point and introduce a new model (base salary + production = total compensation). The base salary is intended to provide a compensation floor and to account for non-patient facing work. The union presented an updated proposal this afternoon that more closely adopts this model. While we are encouraged to see the union move toward this model, its proposal continues to rely on some "proxy" RVUs for non-patient facing work in addition to the base salary.

As we approach the economic discussions, we also must be mindful of the principles of Fair Market Value (FMV) and good stewardship.

- FMV: Staying within the boundaries of FMV is crucial as Allina Health must follow regulatory principles that ensure we pay our providers appropriately. FMV serves as a standard, ensuring that compensation is set at a level that reflects the true value of the services provided, preventing both underpayment and excessive payment. This adherence to FMV helps maintain Allina Health's non-profit health system status, protects the integrity of our compensation and ensures transparency and fairness.
- Good stewardship: We are committed to providing competitive compensation and benefits, while also being good stewards of the organization's resources.

We look forward to continuing our negotiations and reaching a tentative agreement for the entire contract soon. In addition to the updated compensation proposal, the union also presented an updated templates and scheduling proposal. We will review both before our next bargaining session on Wednesday, May 14, and we will continue to share updates throughout the process. Thank you for everything you do for our patients and communities.