



June 24, 2025

### Fact check

Doctors Council SEIU recently announced its intent to hold a strike authorization vote, with a deadline of Saturday, June 28. This is a disappointing step in our ongoing negotiations. Amid its announcement to hold a strike authorization vote, the union continues to make inaccurate claims regarding our proposals, so we believe it is important to set the record straight so you can make an informed decision.

### Economic proposal

Using Family Medicine as an example, the chart below shows the difference between the current compensation and the base salaries proposed by the union. The union's proposed base salaries do not include additional compensation in the form of production income or other bonuses. Our providers' current compensation is market competitive and complies with Fair Market Value regulatory requirements. The extreme increases proposed by the union (shown at the bottom of the table) are unsustainable for our organization and the communities we serve. Given the current economic realities and potential for significant cuts to federal programs like Medicaid we must negotiate responsible contracts.

	<b>Family Medicine Physicians licensed for 2 years</b> <small>*This is effectively the start rate, as physicians are licensed during residency</small>	<b>Family Medicine Physicians licensed for 5 years</b>	<b>Family Medicine APPs licensed for 2 years</b>	<b>Family Medicine APPs licensed for 5 years</b>
<b>Current expected compensation for providers producing at the midpoint</b> <small>(assuming the full 5% quality incentive is achieved)</small>	<b>\$317,154</b>	<b>\$317,154</b>	<b>\$158,694</b>	<b>\$158,694</b>
<b>Union's base salary proposal</b> <small>(does not include additional compensation for production or other bonuses)</small>	<b>\$369,966</b>	<b>\$406,963</b>	<b>\$314,471</b>	<b>\$345,919</b>
<b>Union's proposed percent increase on base salary only</b>	<b>17%</b>	<b>28%</b>	<b>98%</b>	<b>118%</b>

We have told the union all along that we want to engage in responsible discussions about the comprehensive wages and benefits we provide. Our goal is to provide a competitive compensation package that will retain and attract providers, while also being good stewards of the organization's

limited financial resources. The union needs to make significant progress toward that middle ground. If that happens, we are confident we can continue to work toward a finalized contract.

### **Sick time**

The union falsely claims we are proposing to take away sick time. We have actually proposed to convert the current Time Away policy to a traditional Paid Time Off plan, which providers can use for either vacations or sick time. All Allina Health employees are entitled to Sick and Safety time through Allina Health policies and in compliance with Minnesota state law.

### **Deferred compensation**

We also are not proposing to eliminate the deferred compensation for physicians, as the union has suggested. Under our proposal, the primary and urgent care physicians would remain eligible for the deferred compensation plan.

### **Bargaining after July**

We are committed to reaching resolution at the bargaining table and finalizing this contract soon. To continue these important discussions, we have every intention to bargain after July if necessary and will engage with a federal mediator as the union requested.

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### **Strike authorization vote and strike information**

We feel strongly that the way to come to an agreement is through discussion, not by striking. Ahead of the union's strike authorization vote, we want to share some facts about the process.

### **Does a strike authorization vote mean a strike is happening?**

No. The strike authorization vote is an internal union process that would enable the union to call for their members to strike. If enough providers vote to authorize a strike, the union would still need to issue a 10-day notice of a strike.

### **What happens if there is a strike?**

While we don't want a strike to happen a team of operational and physician leaders have been developing a contingency plan. A strike does not help anyone and is especially harmful to our patients. We will share more about the contingency plan if the union issues the required 10-day notice of a strike.

### **Do I have to go on strike? Can I work?**

No, you do not have to go on strike. You have the right to work, and work will be available for any providers who wish to work during a strike. We will share more information on this process if the union issues the required 10-day notice of a strike.

### **If I work, can the union retaliate against me?**

No, it is against the law to retaliate against employees for exercising their rights. However, union by-laws may allow the union to issue fines or other internal union discipline to members who cross the picket line.

### **How do I resign my union membership?**

You need to tell the union. If the union has a specific process, you should follow it. Also, keep in mind that only union members can participate in strike authorization votes and other internal union matters.

### **If I go on strike, can I use PTO?**

Employees on strike status are not eligible to take vacation/PTO regardless of whether it was pre-approved.

**Can I speak with my leader about union negotiations?**

For any questions regarding union negotiations, you may speak with Allina Health leaders.

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**Next steps**

Our next bargaining session with the union is on Monday, June 30.