



**July 29, 2025**

### **Urgent Care**

At today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care, we gave an updated economic proposal for Urgent Care. We offered the union two options.

- Option 1
  - Increase the base hourly rates to the 42<sup>nd</sup> percentile.
  - Increase the conversion factor for APP production income to the 50<sup>th</sup> percentile.
- Option 2
  - Maintain the base hourly rates at the 40<sup>th</sup> percentile.
  - Convert production income for physicians to the same model that applies to APPs.
    - The conversion factor would be set for physician production income at the 45<sup>th</sup> percentile and APP production income at the 55<sup>th</sup> percentile.
  - Providers would receive production compensation when wRVUs multiplied by the conversion factor exceeds their base compensation, in which case the provider will receive the higher of the base compensation (hourly rate x hours) and production compensation (wRVUs x conversion factor).

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### **Clinic closure provider application process**

We spent most of our time today with the union discussing an application process for providers impacted by the Inver Grove Heights, Maplewood, Oakdale and Nicollet Mall clinic closures. Please review our proposed process below:

- Impacted providers were sent an email on Monday, July 28, 2025, with the list of open positions.
  - The list specified physician and APP roles, as well as the practice specialty (FM, IM, IM/Peds, Peds).
- An updated list of open positions would be sent to impacted providers by July 30, 2025.
- Providers would review the list and apply to the position(s) they are interested in by Aug. 6, 2025.
  - Providers may apply for more than one position.
- All applicants would be interviewed with Talent Acquisition and site leadership coordinating the date and time of the interviews.
- Interviews would be completed by Aug. 22, 2025.
- Allina Health would work with providers to adjust schedules to attend interviews in person or virtually.
- Applicants would be paid for interview time, including travel time, at the applicable meeting time rate.
- Allina Health would make decisions and extend offers by Aug. 25, 2025.
- Providers would have 24 hours to accept or reject the offer.
  - Providers who are not selected may apply for other open positions.

- If a provider receives an offer and accepts it within 24 hours, they will not be offered another position, even if someone else rejects an offer from one of their preferred locations.
- Site providers will be invited to participate in the interviews and given the opportunity to give feedback within the time constraints needed.

We cannot guarantee placement for every provider, nor require clinics to accept specific providers, as outlined in the current Tentative Agreements we have to date.

We have reached an agreement with the union on the process and now will work on the rest of the bargaining effects proposal. We are optimistic that we will be able to begin this process promptly.

**Next Steps**

Our next bargaining session is tomorrow, Wednesday, July 30. Thank you for your dedication to our communities and patients.