



July 30, 2025

Today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care was our first day with a federal mediator. Much of the day was spent getting the mediator introduced and up to speed on the negotiations. We also continued to bargain over the effects of the clinic closures and Allina Health introduced a revised professional practice and employment agreement proposal. The union did not respond to our Urgent Care compensation proposal from yesterday.

The role of a mediator

In union negotiations, a mediator serves as a neutral third party whose aim is to facilitate productive dialogue and helps both sides move closer to agreement. They do not make decisions or take sides; rather, they guide both parties through the negotiation process, helping clarify interests and issues.

We are optimistic that the involvement of a mediator will foster greater understanding between the parties and help resolve outstanding issues, moving us closer to agreement.

Clinic closure provider application process

We continued the effects bargaining for providers impacted by the Inver Grove Heights, Maplewood, Oakdale and Nicollet Mall clinic closures. Yesterday, we reached agreement on the process for the impacted providers to apply for positions at other clinics. Today's discussion focused on additional benefits the union proposed for those providers. Our proposal outlines the following effects:

- Providers who move clinics would be offered a pay guarantee for three months at 85% of the provider's run rate.
- Allina Health will also coordinate with transitioning providers on their schedules and templates but cannot guarantee they will remain the same.
- Providers who are not offered a position and leave the organization would be:
 - Released from any non-compete agreements that may exist.
 - Allowed to follow the recall provision, as already agreed upon by both parties in our tentative agreements.
 - Receive any bonus and deferred compensation programs, according to applicable terms.
 - Receive the applicable Allina Health severance plan, if an APP.

Impacted providers have been given a list of open positions at Allina Health and must apply by Wednesday, Aug. 6. We aim to complete effects bargaining for the clinic closures promptly to keep the process moving forward.

Professional practice and employment agreements

We revised our professional practice and employment agreements proposal. We had previously provided the union with a template physician employment agreement. With our revision we included the template as an appendix to the proposed contract. We are now awaiting the union's response.

Next steps

At the end of the day, we received an updated economic proposal from the union and are reviewing it. We are awaiting a response from the union on our Urgent Care proposal and the professional practice and employment agreements proposals. Our next bargaining session is Tuesday, Aug. 5. Thank you for your caring support of our patients and communities.