



Aug. 20, 2025

At today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care, we focused on package proposals on scheduling, health and safety and on-call duty. With some change to the scheduling provision, the union said it would agree to our most recent proposals on on-call duty and health and safety. By the end of the day, the parties seemed close to an agreement on these items.

Scheduling – Urgent Care

Major changes to our previous scheduling proposal in the urgent care section include:

- Weekend shifts
 - Providers with an FTE between 0.5 and 0.59 as of the contract's effective date may be scheduled for up to two weekend shifts (two Friday evenings count as one weekend shift) every four weeks.
 - Those hired or who change their FTE to 0.5-.59 on or after the contract date may have up to three weekend shifts per schedule.
 - By the end of the session, this seemed to be the only remaining issue.
- Templated schedules
 - Providers hired before the contract's effective date could be scheduled at up to three sites (including one virtual), with the option to work at more.
 - Providers hired on or after the effective date could be scheduled at up to four sites (including one virtual), also with the choice to work at additional sites.
- Single-day shift changes
 - Allina Health could change site assignments for single-day shifts up to two weeks in advance. With less notice, providers may be required to float to any clinic site within their template. Volunteers will be requested prior to assignment.
 - If no one volunteers, floating would be assigned on a rotating basis.
 - Providers would also have the option to float outside their regular templated clinic sites.
 - Providers would be notified promptly of any changes.

Next steps

Our next bargaining session is Wednesday, Sept. 3. The union is up to respond to our most recent package proposal. We value and appreciate your commitment to our patients.