



Aug. 5, 2025

At today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care we continued working with the federal mediator and primarily spent our time discussing economic items. We ended the day exchanging a few counterproposals on non-economic items.

Production draws proposal

We offered a counterproposal regarding the draw component of the economic package, suggesting a 90% production compensation draw based on the prior year's individual wRVU production, appropriately adjusted for FTE and pertinent changes. Our proposal includes some of the union's recently proposed language and aligns closely with our current draw practices.

Compensation

Under the existing production-only compensation model, Allina Health targets the 50th percentile for total compensation. As a result, a provider producing around the midpoint of their specialty should expect to earn around that 50th percentile of their specialty. Some providers earn more or less than the 50th percentile based on their individual practice preferences.

We are currently proposing a base salary set at the 30th percentile, *plus* the opportunity for production compensation. The key difference from our existing compensation model is that a portion of the compensation is guaranteed, with straightforward production expectations.

- For example, an experienced family medicine physician would receive a guaranteed base salary of \$267,610 (see table below) **and** the opportunity for additional production compensation.
- Offering a guaranteed base salary allows us to account for non-patient-facing work and a PTO plan instead of the current provider's time away plan.
- A higher guaranteed base will be paired with a higher production requirement.

Physician Employment Agreements

The union presented a counterproposal on non-economic items later in the day, which included a counter on our employment agreements proposal. This is the first time the union has been open to individual employment agreements for physicians, which is a positive step. We are reviewing the union's employment agreement template and will respond at an upcoming session.

Next steps

Our next bargaining session is Wednesday, Aug. 20. Thank you for delivering compassionate care to our patients and communities.