



This information is meant to provide factual information to clear up any confusion caused by the union. We will continue to provide regular, accurate updates to you as negotiations continue. Our next negotiation is Wednesday, Oct. 29. We deeply appreciate your contributions to the care we provide for the patients and communities we serve.

Allina Health's goal is to reach a fair and equitable contract, which

- supports access to care for our patients,
- enables us to recruit and retain quality providers,
- recognizes the realities of the competitive environment in which we operate
- and ensures we are good stewards of our limited resources.

Unfortunately, the union often misrepresents our positions. In the table below we set the record straight.

| Union claims  | The facts   |
|---|---|
| Allina Health wants to cut compensation for Primary Care providers. | The union's claim is not accurate. Allina Health does not intend to cut compensation. We want every provider to receive fair, market-based compensation. Through the negotiation process, we are working to reach a reasonable middle ground with the union—one where overall compensation remains current with existing levels.  |
| Allina Health wants to cut Urgent Care providers' hourly rates.     | The union's claim is not accurate. The rates in our <a href="#">latest proposal</a> are the same or higher than current hourly rates.   |
| Physicians would lose the 5% deferred compensation.                 | The union's claim is not accurate. We have proposed to keep the deferred compensation plan on the <a href="#">same terms available to other Allina Health physicians</a> .  |
| The quality incentive bonus is going away.                          | The union's claim is not accurate. We have proposed including the current 5% incentive bonus in the base compensation, making it part of regular pay.   |
| Allina Health wants to undermine Primary and Urgent Care.           | The union's claim is not accurate. Primary and Urgent Care are important elements of Allina Health's Mission, and we continue to make strategic investments and improvements in this service line, including: <ul style="list-style-type: none"> <li>○ Creating and hiring the RCP and TCP positions, which has assisted with less time in In Basket for providers and increased access for our patients.</li> <li>○ Creating free access to time-saving applications such as Dax Copilot and Evidently.</li> <li>○ Co-locating Primary Care settings with other specialty services within large clinic expansions such as Eden Prairie and Lakeville.</li> <li>○ Piloting the One Care Team with expansion in all clinics in 2026 to leverage the power of the team to achieve goals such as a reduction in messages requiring a provider's response and better access to care management services.</li> </ul> |