



Feb. 11, 2026

Today's bargaining session with Doctors Council SEIU was our first time including the federal mediator. After each party spent time with the mediator, the union presented an updated compensation proposal that moved from market-based compensation to a guaranteed 5% increase each year. While we recognize that the union is attempting to build some predictability into the compensation model, we have previously reminded the union that we are required to base compensation on Fair Market Value (FMV) to remain in regulatory compliance. FMV serves as a standard, ensuring that compensation is set at a level that reflects the true value of the services provided, preventing both underpayment and excessive payment. This adherence to FMV helps maintain Allina Health's nonprofit health system status, protects the integrity of our compensation structure and ensures transparency and fairness.

We modified our compensation proposal, increasing by one percentile in each practice area.

Next steps

Our next session is Monday, Feb. 23, and we will continue to share updates throughout the process. Thank you for your continued dedication to our caring mission.