



Dec. 5, 2025

The union started with several updated proposals on the non-compensation areas of the contract in today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care. We presented an updated compensation proposal at the end of the day.

Union proposals

Although we have already reached a tentative agreement on the recognition clause, the union has subsequently requested amendments. In response, we submitted a revised version during an August session. Until today, we had not received a response from the union. We presented our [previous version](#) again. We will continue to review the rest of the union's proposals presented today and will respond later.

Compensation proposal

We proposed an updated version of our [compensation proposal](#) to reflect the 2026 market data. As we were updating the proposal, we noticed that a provision on dramatic changes in the CMS fee schedule was missing. We updated the following language to protect both the providers and Allina Health against those large increases or decreases:

"Allina Health delays implementing the CMS Physician Fee Schedule wRVU rates by one year. However, unless otherwise agreed to by the parties, if CMS adjusts any CPT code wRVU value or set of values and those adjustments would cause a projected increase or decrease to compensation for a particular specialty of five (5) percent or more, then the CPT code wRVU values will be phased in over subsequent years so the impact is not greater than 5 percent in any given year."

Next steps

We are looking forward to reaching an agreement that works for both parties long term, balancing responsibly managing our resources with our ability to recruit and retain providers. Our next bargaining session is Wednesday, Dec. 10. We appreciate your dedication to serving our patients and communities.