



**Sept. 10, 2025**

At today's bargaining session with Doctors Council SEIU for Primary Care and Urgent Care, we started the day discussing the non-compensation pieces of the economic proposals, including:

- health insurance
- retirement benefits
- continuing medical education
- leaves of absence.

Some changes merely removed provisions that were never realistic such as those related to overall health insurance plan design. Others still include special exceptions for this group of providers. Overall, the proposals would still result in significant financial costs for the organization, making it hard to reach an agreement.

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### **CME and professional practice and employment agreements**

We made a package proposal regarding continuing medical education (CME) and professional practice/employment agreements. Key areas include:

- **CME**
  - Providers would be eligible for CME benefits under the same terms as non-contract physicians and APPs (e.g., pro-rated based on FTE).
  - The maximum annual CME allowance would be \$4,500 for physicians and \$2,750 for APPs. This would remain the same through the length of the contract and is consistent with what Allina Health currently offers all providers.
  - Costs related to licensure and certifications required for employment would be reimbursed outside of the CME program.
- **Professional practice and employment agreements**
  - Providers are expected to practice medicine with a high level of professionalism and in accordance with accepted standards of care.
  - Physicians would have to agree to the Physician Employment Agreement, which includes terms such as duties, standard of care and signing bonuses.
  - Physicians would be restricted from soliciting patients or Care Team Members for a period of one year following termination.
  - We offered to take out the one-year salary guarantee provision in the template employment agreement, because it is covered in the parties' compensation proposals.
  - The practice standards and employment agreement are consistent with the current expectations of providers across the system.

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### **Next steps**

Late in the afternoon we received an updated compensation package from the union. We will review this proposal and look forward to responding. Our next bargaining session is Wednesday, Sept. 24 and we will keep you updated throughout the process. Thank you for your ongoing dedication to our patients and communities.