



**Dec. 11, 2025**

In today's bargaining session with Doctors Council SEIU, we provided the union with a comprehensive set of proposals reflecting our current position on all open items. We added a provision to phase in CPT code wRVU values when the projected increase or decrease is more than 5%. We also modified our proposal on Continuing Medical Education (CME) and licensure. While we are still proposing to follow the standard CME policy, we guaranteed the amount of CME funds available to physicians and clarified that Allina Health will cover the costs of licenses in states where the provider works for Allina Health.

The union presented an updated proposal on Recognition, modifying its language on which physicians are included in the bargaining unit and how eligibility is determined. We are reviewing the union's proposal as well as the list of specific roles they believe should be included and will respond later.

#### **Next steps**

We meet with the union again on Thursday, Jan. 8 and will continue to share updates throughout the process. We appreciate your continued dedication and the care you provide to our patients and communities.