



June 3, 2026

In today's bargaining session with Doctors Council SEIU, the union presented an updated proposal on all open items with minor updates.

One component was a package proposal to address professional practice, employment agreements and non-competes. While we accepted a similar proposal in the overall primary and urgent care contract settlement, we do not believe it is appropriate for this bargaining unit. We also believe the primary care practice is fundamentally different than the roles of hospital-based specialty physicians and we are not ready to release any non-compete agreements currently for this bargaining unit.

Recognition

We also presented an updated proposal on recognition that defines the activities that would count toward a physician meeting the 20% threshold, such as time spent on campus, off campus providing follow-up services for Mercy Hospital patients, like completing charts and entering orders. We also would include hours on-call off campus where the physician is actively providing patient care to a patient at Mercy Hospital. Simply being listed on-call would not count, because physicians may have varying degrees of time designated to Mercy Hospital. One example would be a physician on-call for a week's time covering multiple locations. However, returning a call to a patient who received care at Mercy Hospital would count.

We also reiterated our concerns about relying on schedules, as each specialty uses a different scheduling system and reviewing them would require a manual process for every Allina Health physician and every shift to determine if they would meet the 20% standard.

Next steps

Our next session is Wednesday, June 24 and will continue to share updates throughout the process. Thank you for your continued dedication to our caring mission.