



Sept. 29, 2026

We met with SEIU Healthcare MN and IA to continue negotiations yesterday. In our most recent proposal, we offered first-year pay increases averaging 7.7%, along with contract guarantees for extra compensation (other professional dollars), PTO accrual rates and holiday pay consistent with what we provide now. The union ended the bargaining session without responding.

We reached tentative agreements on several items including bereavement leave, on-call pay, retirement, and tuition reimbursement, but the union continues to propose first year pay increases averaging 20.7%, in addition to:

- changes to other professional dollars (OPD) including both the amounts and situations in which OPD would apply
- a new “longevity” bonus
- an increase in PTO accrual rates
- a new extra shift bonus
- an increase in holiday pay

While we remain far apart on compensation and other economic issues, we are offering a fair and balanced agreement that supports our care team members and the long-term sustainability of the hospice services we provide.

Next steps

We offered to meet again and hope the union will be ready to finish the negotiations at that session.