

## NEGOTIATION NEWS

AllinaHealth  
MERCY HOSPITAL

## A MESSAGE FROM

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### March 2, 2026

In today's bargaining session with Doctors Council SEIU, we received an updated proposal from the union regarding compensation. This proposal would shift the compensation model to be a base salary plus production. While we want to take the time to thoroughly review the new proposal, at first glance it does not appear to move the parties closer to an agreement. In December, both parties proposed the same compensation model, differing only in the chosen market percentile. Since then, the union has made several proposals that simply shuffle components around. This current proposal is neither based on the current compensation plans or market percentiles. Again, we would like to thoroughly review the proposal and will provide a response later.

The union also rejected our most recent recognition proposal, holding on their last proposal. As stated previously, we would like to find a way in which we can efficiently measure who meets the National Labor Relations Board threshold of working 20% or more of their time at either campus of Mercy Hospital, and believe our most recent proposal, which enables physicians to self-report actual working time based on the ACGME model, does this well.

### Next steps

Our next session is Thursday, March 19, and we will continue to share updates throughout the process. Thank you for your commitment to our caring mission.