

NEGOTIATION NEWS

Allina Health
MERCY HOSPITAL

A MESSAGE FROM

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In today's bargaining session with Doctors Council SEIU, we continued discussions on the recognition article. This is important because it establishes the procedure for determining membership within the bargaining unit.

As certified by the National Labor Relations Board (NLRB), the bargaining unit at Mercy Hospital includes Allina Health physicians who work 20% or more of their time at Mercy Hospital. The NLRB certification is based on time worked at Mercy Hospital but does not contain a mechanism for measuring who meets that 20% time standard.

The union updated their previous recognition proposal, abandoning its previous multi-pronged approach using RVUs, etc., but simply reverted to its previous proposal requiring the parties to review physician schedules daily for every physician. We don't feel schedules are an accurate measure for the NLRB standard because they are not always accurate in reflecting the actual time spent working in the facility. Additionally, it would be a cumbersome and burdensome process for both parties to review and verify schedules for well over a hundred physicians every day of the year to determine eligibility.

We modified our recognition proposal to address concerns expressed by the union with our physician self-reporting approach. We maintained our position for physicians to self-report their time spent at Mercy campuses via technology such as a simple app, similar to what residents and fellows use. However, we did propose sharing that data with the union every two months and enabling either party to request a limited data review if it suspects that significant errors have occurred.

Next steps

Our next session is Thursday, May 21, and we will continue to share updates throughout the bargaining process. We value your commitment to our patients and communities.