



May 21, 2026

In today's bargaining session with Doctors Council SEIU, the union presented an updated proposal on recognition, the section of the contract that defines which physicians are in the bargaining unit. The union's proposal is based on the number of shifts a physician is scheduled at Mercy Hospital.

Physicians are included in the bargaining unit if they spend at least 20% of their work time at Mercy Hospital, and the parties need to bargain how we measure whether a physician meets that threshold. We have stated the need for this measurement process to be objective and as automated as possible for both parties' benefit. While we have not yet provided a response to the union's proposal, we shared that we have multiple concerns about using schedules including that each specialty uses its own scheduling system and reviewing the schedules would be a manual process.

We presented an updated compensation proposal that:

- more clearly details the specific survey(s) and process to calculate compensation for each specialty
- adjusted the market percentile for some specialties.

We reiterated our commitment to bargain with the union to find a reasonable middle ground between our proposals but emphasized that we are required to base our compensation plan on market data. Allina Health and Doctors Council recently agreed to this process in the primary care / urgent care negotiations.

Next steps

Our next session is Wednesday, June 3, and we will continue to keep you updated throughout the process. Thank you for everything you do for our patients, communities and each other.