

**July 13, 2026**

Today's bargaining session with Doctors Council SEIU once again focused on the recognition clause. As a reminder, this provision determines whether a physician works 20% of their time at Mercy Hospital, which is the threshold for inclusion in the bargaining unit. The parties exchanged multiple proposals today and are moving closer to a tentative agreement on this topic.

Today's biggest step forward is that the union has moved away from using physicians' schedules to track their time at either Mercy Hospital campus and toward our proposal for physicians to use a self-reporting electronic system. We are reviewing the union's final proposal from late today and will respond at our next session.

Next steps

Our next session, scheduled for Tuesday, July 28, will again be facilitated by a federal mediator. We will continue to share updates throughout the process. Thank you for your commitment to our caring mission.