

**July 28, 2026**

In today's bargaining session with Doctors Council SEIU, we presented an updated proposal on recognition, the provision outlining how physicians meet the threshold of working 20% of their time at Mercy Hospital to be included in the bargaining unit. Our latest proposal clarifies language around telemedicine and time spent off campus providing services for patients at Mercy Hospital. It also adopts the union's language that a physician can stop recording their time electronically once they've met the threshold for the six-month measurement period, in addition to streamlining the parties' ability to address reporting errors.

The issue that has been the biggest obstacle to moving forward is the approach to compensation. The union had been insisting on guaranteed increases each year, while we have been proposing a market-based approach like we use today. Late this afternoon, the union presented a proposal moving to the market-based approach. There is still a significant gap to be bridged, but the major difference is just the specific market percentiles to be negotiated.

Next steps

We will work with the union to identify additional bargaining dates and will continue to keep you updated throughout the process. Thank you for all you do for our patients, community and each other.