

NEGOTIATION NEWS

Allina Health
MERCY HOSPITAL

A MESSAGE FROM

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Discussions in today's 40th bargaining session with Doctors Council SEIU for Mercy Hospital focused on the role of individual employment agreements for highly skilled, highly compensated professional employees who are also covered by a collective bargaining agreement (similar to professional athletes or performers). We proposed a template agreement with terms appropriate for an individual agreement instead of the union contract to be included as an appendix in the collective bargaining agreement. Some sections only apply on an individual basis (e.g., protections on both Allina Health and physicians' intellectual property.) We agree with the union that in event of a conflict between the two, the collective bargaining agreement would supersede the individual contract; however, we believe the terms included in our template agreement are appropriate and beneficial for both physicians and our organization.

With our proposal we also offered a revised provision on continuing medical education (CME) and licensure. The revised proposal still follows the Allina Health policy, but we specifically called out the dollar amount for CME benefits.

The union also presented a proposal focused on non-compensation economic items including continuing medical education, bereavement leave, health insurance and sick time accrual. We are reviewing their proposal and will respond later. While the union has adjusted its proposals on these items, it is still proposing some drastic provisions (including 100% employer paid health insurance) and also has not revised its proposal to increase base compensation by 36% within the next 20 months.

Next steps

Our next session is Monday, Oct. 13, and we will continue to share updates throughout the bargaining process. Thank you for everything you do for our patients, communities and each other.