

# HOA Grievance/Complaint

To: Michelle Sullivan, Director, UMHS Labor Relations  
Dr. J. S. Biermann, DIO for GME  
Hilary King, Administrative Liaison to the HOA

Date: September 5, 2018

## ASSOCIATION GRIEVANCE

### CONTRACT VIOLATION:

ARTICLE XXXVII. "Cellular Phone Stipend," and any and all other implicated provisions of the Collective Bargaining Agreement (CBA) between the University of Michigan Regents and the University of Michigan House Officers Association (HOA).

### SUMMARY:

The University failed to pay multiple unit members' cell phone stipend for July 2018. At this time, the HOA is aware that two specific members, [REDACTED] and [REDACTED], as well as all the Neurology Fellows, were denied the stipend. It appears that unlike almost all other new hire forms, which were sent to new unit members weeks earlier, the ¶250 form was withheld from these and other unit members until sometime around July 2. That delay was either a mistake or a purposeful attempt to prevent stipend payments for the first month of employment; either way, the stipends are owing because the affected unit members "use[d] their personal cell phones in service to the Employer."

The HOA, under ¶162, is also requesting a list of all unit members who did not receive a cell phone stipend for July 2018.

On behalf of the Association,

Robin Tarter  
Executive Director,  
University of Michigan  
House Officers Association