

# 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 12, 2018

## ASSOCIATION GRIEVANCE

### CONTRACT VIOLATION:

Article XII “Vacation,” Article XIII “Paid Leave,” the parties’ past practices, 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 communicated to unit members that it was henceforth prohibiting use of contractual vacation during any period of time that might otherwise be classified under some form of contractual paid leave. This was specifically directed, in but one example, at female residents that might choose to use vacation during what could be classified as maternity leave. This contract violation is not excused by claiming the University does not want to coerce unit members into taking vacation; rather, the coercion (discrimination) here is directed at any unit member that might be considering pregnancy during their employment. Vacation and specified forms of Paid Leave are separately negotiated benefits in the parties’ Agreement and, though none are mandatory, must remain available to any qualifying House Officer.

The HOA, under ¶162, is also requesting a copy of any related, newly-applicable or proposed policies and any explanations provided to programs by GME related to implementation and interpretation of those same policies.

On behalf of the Association,

Robin Tarter  
Executive Director,  
University of Michigan  
House Officers Association