

**University of Michigan  
House Officers Association (HOA)**

**Issues and Interests Statement 2020**

The University of Michigan House Officers Association at the University of Michigan's wholly owned subsidiary, Michigan Medicine, has a fundamental interest in ensuring the excellence of patient care and the quality of the house officer experience. We have an equally fundamental interest in ensuring that the contributions made by House Officers to the financial and clinical success of Michigan Medicine and the University are recognized in the form of excellent wages, benefits and working conditions. We have an interest in ensuring that the House Officers' acquisition of medical expertise and knowledge is not impeded by issues related to insufficient parking and poor working conditions. We believe that institutional policies and behaviors are linked to our ability to deliver quality care and to our success as medical practitioners.

To help safeguard these values, we believe that the University of Michigan and Michigan Medicine must be a leader in attracting and retaining house officers. This can only be accomplished by a concerted effort to reward house officers' contributions to clinical care and setting the standards in working conditions and benefits, thereby allowing House Officers to devote their full energy and effort towards the further advancement of the Michigan Medicine vision.



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UMHOA, President  
General Surgery



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Emergency Medicine

The Association has an interest in adding an ARTICLE on agreed upon Glossary Terms.

### **ARTICLE I. Issue:**

House officers unilaterally removed from the bargaining unit who are enrolled in a recognized training program.

### **ARTICLE III. Wages and Compensation Interests:**

- Wage increases that reflect the true value of the significant contributions made by House Officers.
- Wage increases that accurately and fairly reflect the level of house officer education and experience.
- Wages that realistically reflect the contribution of House Officers to the financial success of Michigan Medicine (hours worked, care and service provided, federal and other subsidies (direct and indirect CMS reimbursements, state of Michigan funding, provided to the enterprise by our presence).
- Wages that reflect the increasing patient workload and acuity of patients we care for.
- Wage increases that account for the high cost of living in Ann Arbor, Michigan.
- Wage increases that provide growth in excess of current inflation rates.
- Wages that reflect the unique financial burdens of our employment (student loan debt payments, licensing fees, family responsibilities).
- Wage increases and appropriate levels (HO9 and HO10) that will put Michigan Medicine in the best possible position to attract and retain future House Officers.

### **There is an interest in additional Article III Language.**

- Codify Chief Resident Supplement language from GME.
- Protect the pay status of House Officers in the bargaining unit who elect to do research (Academic Development Time/ADT) or engage in other duties that may fall outside the Bargaining Unit Description.
- Protect House Officers from having any break in service date or employment status when going from a house officer appointment to a faculty or fellowship appointment.
- Clarity around what a day is; a 24-hour period commencing at 12:00 am and ending at 11:59 pm.
- Additional compensation for extra on-call in order to become competitive with other institutions.

### **Grants (NIH, Others) Academic Development Time, Appointment Interests:**

- Ensure uniformity in benefits availability to all House Officers regardless of funding source.
- Protecting the right of House Officers to maintain their contractual pay and benefits by refusing a change in funding line if such a change was not disclosed prior to their appointment as a House Officer.
- Ensuring that the employer provides accurate and timely guidance with regard to changes in funding sources that may impact an employee's benefits and tax withholding requirements.
- Protecting House Officer membership in the bargaining unit.
- Language that assures there will be no unilateral removal of House Officers from the bargaining unit if they have not completed their training or have accepted chief resident appointments.

- Language that assures anyone with a House Officer title/appointment who is doing bargaining unit work, per the bargaining unit description, is funded through the UMMC.

#### **Holiday Pay Interest:**

- Increasing holiday pay to twice the daily pay rate.
- Providing House Officers with an automated system where receiving holiday pay is automatic once work hours are entered into MedHub for one of the 10 listed holidays to reduce the administrative burden on the programs.
- Receiving holiday pay no later than the month following submission of hours worked to the appropriate program designee.

#### **Holiday Pay Substitution Interest:**

- Create a separate new article in the CBA.
- Add intent note with examples.
- Reduce the timeline to within two weeks of receiving the work schedule.
- Receipt of substituted Holiday Pay no later than the month following submission to the appropriate program designee.

#### **Religious Observances Interest:**

- Create a separate article in the CBA that aligns with long-standing University policies.

#### **Article IV. Benefits Issue:**

All House Officers are eligible for benefits on their first day of employment. Language needs to be clear. There is no elimination period.

#### **Lump Sum Benefit or Payment to Encourage Retirement Savings Interest:**

- Establishing an optional employer contribution (403) b.
- Providing a Savings/Retirement plan that is equitable with Michigan Medicine staff and other employee groups.
- Protecting the financial future of House Officers and their families.
- Enhancing the current Savings/Retirement plan which will put Michigan Medicine in an excellent position to attract and retain House Officers.

#### **Article VIII. Work Hours/Schedules Issue:**

- Add language to align with practice. Required in-service exams are to be counted in work hour totals (MedHub).
- Schedules shall be available thirty (30) days prior to the scheduled workday.

#### **Article XI. Off Campus Assignments Issue:**

- Add language to align with practice. Is the current language accurate?

## **Article XII. Vacation Issue:**

- The national accrediting body for each specialty or subspecialty prescribes the amount of time away from training allowable and the method for calculating time spent in training in order to meet the eligibility requirements for Board certification. At no time will House Officers receive less time away from training than what is allowable in the CBA.

## **ARTICLE XIII. Paid Leave Issue:**

### **Parental Leave**

- Language is required that aligns with EEOC guidance and all other University employee groups.
- Maternity Leave is separate from Parental Leave.

### **Sick Leave and Medical Leave Interests:**

- Protecting the personal and financial well-being of House Officers who suffer prolonged illnesses or injuries or require medically necessary surgery.
- Ensuring the wellbeing and protection of the families and dependents of House Officers who suffer prolonged illnesses or injuries or require medically necessary surgery by continuation of paid benefits and paid time off during these periods.
- Establishing a universal sick time policy with a specific allocation of days.

### **Meal Allowance and Food Availability Interests:**

- Expanded meal allowance distribution criteria that realistically meets the needs of all House Officers who work (at minimum) a 12-hour shift.
- Availability of an expanded variety of foods – Gluten-free, Kosher, Halal, etc.
- Maintaining the health and well-being of House Officers by providing adequate paid meal allowances and availability of healthy food during required work hours, all-shifts and all buildings.
- Reducing administrative burden.

### **Meal Allowance Issues:**

- Language and practice must align – reimbursement versus allowance.
- Codify ACGME Common Program Requirements with regard to the availability of refrigerators.

### **Parking Issue:**

- Parking for our members that is safe, close, accessible and guaranteed available - 24 hours a day.
- Designated parking.

### **Parking Interests:**

- Minimizing the cost that is incurred by our members for parking.

- Language that recognizes the unique duty hours and on-call status of House Officers which precludes them from utilizing less expensive parking options or public transportation.
- Language that recognizes the proportionally larger burden that parking fees place on House Officers.
- Codify language for all three House Officer parking programs.

#### **Work Environment Interests:**

- Codify language that is in compliance with RRC and ACGME requirements for call rooms in all buildings.
- Lounge and HOA office in each Michigan Medicine building where 25% or more of the membership is assigned patient care responsibilities (access to bargaining agent).
- A safe and healthy environment for House Officers regardless of assigned location, Hurley, St. Joe's, Chelsea, AAVAMC, etc.
- Clean, secure, call rooms that are reserved solely for the use of House Officers.
- Clean toilet and shower facilities not shared with patients or their families.
- Providing a clean bed for all House Officers working in the hospital at night.
- Maintaining the safety of call rooms through improvements in furnishings, lighting, locks etc.

#### **Committee Membership Interests:**

- Continued representation on all current hospital committees.
- Language that allows for the HOA Executive Director to attend meetings (not as a meeting participant, but as a messenger) for the house officer representative when patient care responsibilities do not allow for the House Officer to attend.

#### **Medical/ DEA Licenses Interests:**

- Addressing the financial burdens made necessary by the requirements of licensing fees in order for House Officers to perform their job duties and care for patients.
- Equity with other physicians whose licenses and fees are paid for by their respective departments.
- Recognizing the larger burden that such licensing and fees place on House Officers compared to other physicians.

#### **VA Medical Center Letter of Agreement Issues:**

- Acknowledgement that the AAVAMC is not a joint employer and that House Officers are employees of the University of Michigan and Michigan Medicine.
- House Officers assigned to the AAVAMC have access to safe, secure, accessible, parking.
- The current level of ancillary care and support at the AAVAMC will be maintained.
- Compliance with ALL RRC and ACGME requirements.
- Compliance with the Meal Allowance criteria established in the CBA.

#### **Discipline Issues:**

- Work performance and educational performance is synonymous.
- Justice delayed is justice denied; a faster process is necessary.
- Language that clarifies the union's obligation (duty) and right to represent its members in all matters where misconduct is alleged, which may result in discipline, including but not limited

to remediation, suspension, probation and/or termination or non-reappointment to a recognized training program.

- Where patient safety is a concern, and an investigation is ongoing, a House Officer will be placed on paid administrative duty or engage in research activities for the duration of the investigation, or until the grievance process has concluded.
- Disparate treatment of House Officers.

### **Orientation and New Hire Interests:**

- Appointment (new hire) lists provided by GME to the HOA no later than April 30 of each year. This list will include the name, program, level, trainee type, current employment status, unique name, employee ID, orientation date, institutional start date, and pager number.
- Language that recognizes the union's right to meet and confer with all newly appointed house officers as part of the on-boarding and departmental orientation process.
- Newly appointed House Officers shall receive on-boarding, regardless of HO level.
- Providing the union with the opportunity to make a professional video (in April) each year, at employer expense. This video is to be a mandatory MLearning module, with required viewing prior to the start date.

### **Information to Prospective House Officers Interests:**

- Updated language to include website links from all Michigan Medicine websites to the HOA website where information to prospective House Officers is provided.
- Michigan Medicine (Clinical Home Page) Intranet site link to the HOA website will remain active.

### **Cell Phone Stipend Issues:**

- Forms returned to the designated administrator, usually the program coordinator, prior to payroll cutoff for the month of July, will receive their stipend for the month of July, and thereafter, for the term of their employment.
- House Officers whose appoint begins in June, will not receive the stipend until their first full month of employment, after returning the stipend form to their designee.
- Emphasis on requirements for electronic safety and security protocols are required for receipt of the stipend.

### **Preventive Care and Wellness Issues:**

- House Officers find it challenging to establish care with a primary care provider.

### **Preventive Care and Wellness Interests:**

- Continued access to the UH South Wellness Center for all House Officers.
- Continued designated paid time off for preventive care.
- Establishing care with a primary care provider upon hire.
- Access to primary care and other clinic appointments in a way that aligns with House Officer work schedules.
- Continued access to mental health support options such as the House Officer Mental Health Program.

### **HOA Executive Director (Bargaining Agent) and HOA Staff Issues:**

- Protections for the bargaining unit to have convenient, secure, private, access to the HOA's designated representative(s) in all buildings where 25% of the bargaining unit is assigned patient care responsibilities.
- HOA staff shall have access to the University's internet/intranet.
- Continued access to daily parking in the CVC parking garage.