

HOA Grievance/Complaint

To: Michelle Sullivan, Director, UMHS Labor Relations
Wade Baughman, HOA Contract Administrator
Hillary King, HOA Administrative Liaison

Date: September 6, 2019

ASSOCIATION GRIEVANCE

CONTRACT VIOLATION:

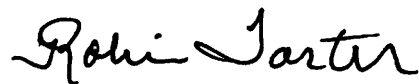
ARTICLE XVIII. Parking and any and all other implicated provisions of the Collective Bargaining Agreement (CBA) between the University of Michigan Regents and the University of Michigan House Officers Association (HOA).

SUMMARY:

Since August 12, many on-call designated House Officers who are assigned parking in the P3 lot arrive to work and find no available parking prior to 4 pm (when all House Officers have access to P3). This appears to be a direct result of the Employer's unilateral changes to unit employee parking, and clearly violates Paragraph 145.

The HOA's suggested remedy, for this specific violation, is converting 40 patient parking spots in P3 into designated House Officer On-Call parking, with signage reflecting the designation, and to make whole any and all House Officers, including but not limited to Pediatric-related subspecialty members, who were designated as on-call by the Employer, yet not provided designated parking. Currently, 39 programs have an allocation of P3 parking spots (a total of 376 spots) to assign to House Officers who are designated as on-call or off-shift. An additional 24 spots are required to SIMPLY provide adequate parking for the Pediatric-related subspecialty members. With nearly 1,300 residents and fellows, 416 total spots in P3 is approximately 30% of the bargaining unit and not an unreasonable number.

On behalf of the Association,



Robin Tarter
Executive Director,
University of Michigan
House Officers Association