

**House Officers Association  
Grievance #19-10318**

**RESPONSE TO ASSOCIATION GRIEVANCE**

**I. Introduction**

On September 6, 2019, the University of Michigan (“University” or “Employer”) received House Officers Association (“HOA” or “Union”) Grievance #19-10318, regarding the Union’s allegation that:

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 Union alleged the “contract violation” as:

Article XXXVIII. “Parking” and any and all other implication provisions of the Collective Bargaining Agreement (CBA) between the University of Michigan Regents and the University of Michigan House Officers Association (HOA).

**II. Analysis**

Article XVIII, Paragraph 145, of the CBA provides as follows:

The Employer agrees to provide designated parking for an employee who is specifically designated as on-call. Access will be provided to P3 between 4:00 p.m. and 9:00 a.m. In the event that exit from the structure after 9:00 a.m. is not automated, employees will be able to call parking services directly to facilitate exit. Communication with an employee’s supervisor is not required to allow exit in this circumstance. The phone number to parking services will remain posted and visible at the exit of P3.

Parking structure P3 (“P3”) is adjacent to the University’s medical complex, with direct access into the complex. Prior to August 12, 2019, the P3 parking structure was dedicated solely to parking for specifically designated groups of employees. The P3 structure contained approximately 280 spaces reserved for use by employees with “Gold” parking permits, and approximately 240 “Blue” spaces that could be used by House Officers. A House Officer with a “Blue” parking permit programmed for P3 could park in any of these Blue spaces at any time, 24 hours per day. All House Officers, regardless of whether they hold any type of parking permit, were allowed to park in these Blue spaces between the hours of 4:00 pm and 9:00 am on a daily basis, pursuant to Paragraph 145 of the CBA.

On July 22, 2019, the University announced a number of changes to its overall Parking & Transportation Plan at Michigan Medicine, and implemented those changes on August 12, 2019. One of those changes was to convert the 280 “Gold” parking spaces in P3 into Patient and Visitor parking, in

order to meet a critical need for additional Patient and Visitor Parking at the medical center. Patients and Visitors to the medical center now have access to P3, but may park only in the 280 newly-designated “Patient and Visitor” parking spots that were formerly “Gold” spots. The August 12 changes to the Parking plan did not include any changes to the “Blue” parking designated for the House Officers in P3, the number of House Officers holding Blue parking permits programmed for P3 access, or the P3 access for all House Officers between 4:00 pm and 9:00 am daily. Michigan Medicine has been in compliance with the requirements of Article 145 and all other provisions of the CBA at all times during the term of the current CBA, and remains in compliance as of this date.

### **III. Conclusion**

The grievance has not identified any “unilateral changes to unit employee parking” that would cause the University to be out of compliance with Paragraph 145 or any other provisions of the CBA. For the foregoing reasons, the grievance is denied.

FOR THE UNIVERSITY REVIEW COMMITTEE: s/ *Wade Baughman*  
Senior Labor Relations Advisor

Date emailed to the HOA: October 5, 2019