

HOA Grievance/Complaint

To: Michelle Sullivan, Director, UMHS Labor Relations
Wade Baughman, HOA Contract Administrator

Date: November 8, 2021

CONTRACT VIOLATION:

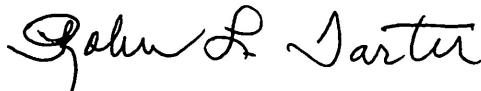
Article XX and any and all other implicated provisions of the Collective Bargaining Agreement (CBA) between the University of Michigan Regents and the University of Michigan House Officers Association (HOA).

SUMMARY:

The parties' CBA, within the "Discipline" article, states that although the CBA does not cover "oversight of a House Officer's academic training program," the HOA provides "services and support" when a House Officers "receives notice of a remediation plan, probation, suspension, termination, or non-re-appointment from their Program Director."

A House Officer, [REDACTED] was given notice of academic probation by [REDACTED] training program. [REDACTED] filed an internal grievance per [REDACTED] program's policy, and asked that the HOA's Executive Director attend the applicable grievance review committee meeting. The Employer refused to allow the HOA's attendance, which violates Article XX, specifically at ¶¶183 & 184. Whether or not the Employer believes the HOA is "representing" a house officer at a program-level academic grievance meeting, Article XX articulates our joint understanding that house officers subject to possible probation deserve the HOA's "assistance and support." That's exactly what the HOA has done in the past and aimed to do here. The Employer nullified and violated contract language with its refusal to permit HOA assistance to [REDACTED]

On behalf of the Association,



Robin Tarter
Executive Director,
University of Michigan
House Officers Association