

HOA Grievance/Complaint

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

Date: November 29, 2021

CONTRACT VIOLATION:

Article XII 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 HOA was notified that the Employer recently required numerous unit members to work past midnight and into their scheduled vacation day. The parties' labor contract defines a vacation day as "a calendar day." The HOA was also made aware that this contract violation has been occurring in some programs for at least two years, without implementation of the Employer's Emergency Operations Plan or any contemporaneous claim of emergency whatsoever.

The Employer has been scheduling work hours during our members' vacation days, and the HOA expects the Employer to compensate any affected House Officers with either an extra day's pay or a replacement vacation day for every instance whereby full enjoyment of that contract benefit was denied.

On behalf of the Association,

Robin Tarter

Robin Tarter
Executive Director,
University of Michigan
House Officers Association