

# HOA Grievance/Complaint

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

Date: December 9, 2020

## CONTRACT VIOLATION:

Past Practice, Articles XII & XIV, 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:

House officers in the Anesthesiology Department need time away from work for job and fellowship interviews; these employees are often traveling around the country to secure post-Michigan Medicine employment. The Employer is well aware of this need, and well aware of when these employees complete their residencies or fellowships here in Ann Arbor. For those reasons, the parties' agreed upon past practice, mutually and openly accepted over many years and many labor contracts, was to allow the programs to determine the number of paid interview days. House Officers in the Anesthesiology Department were granted up to three paid interview days during their final two years of training for travel and interviews. This has always been a clear, consistent policy, and to the HOA's knowledge has never before been contradicted.

The Anesthesiology Department, backtracking after first announcing that it would rescind all three days, unilaterally announced that it would henceforth provide only two paid days. If house officers want a third day, they would need to use the personal day provision for a third day of paid time off. This violates the parties' past practice; therefore, it violates their labor contract.

On behalf of the Association,



Robin Tarter  
Executive Director,  
University of Michigan  
House Officers Association