

HOA Grievance/Complaint

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

Date: October 15, 2021

CONTRACT VIOLATION:

Article XVI 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:

Our new contract calls for meal allowances (preloaded funds), not reimbursements; apparently, not every department got the memo. This occurred despite the fact that the change was Employer-requested. Employee *schedules* determine meal allowances, but the [REDACTED] department told house officer [REDACTED] that the allowances were instead based on working hours entered *after the fact* by employees into MedHub.

There is a contract benefit tied to MedHub hour entries: holiday pay at ¶28. There is *purposefully* no such contractual requirement for meal allowances. The Employer needs to make all [REDACTED] employees whole for lost meal allowances. If denied, this grievance will necessitate a deeper HOA investigation into whether MedHub hours accurately reflect employee working schedules.

On behalf of the Association,



Robin Tarter
Executive Director,
University of Michigan
House Officers Association