

HOA Grievance/Complaint

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

Date: October 8, 2021

CONTRACT VIOLATION:

Article IV 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:

Smokers pay a higher monthly premium for optional life insurance. The University only recently became aware of a 2018 programming/coding error whereby non-smokers were incorrectly deemed smokers, and thereafter were charged the higher rate. The University only "discovered" this issue because individual, diligent bargaining unit members noticed they were being overcharged and so inquired.

Despite what must be a near-zero percentage, the University defaults house officers to "smoker" status when applying for optional life insurance. Because of its reliance on the "default," the University also decided, on or about September 14, 2021, that only those who could show proof that they attempted to opt-out of a status they never carried would be given their money back, despite the University's programming/coding error. That refusal unjustifiably takes earnings from unit members, including [REDACTED] and violates both the parties' labor contract and the obligation to administer unit members' benefits in good faith.

On behalf of the Association,



Robin Tarter
Executive Director,
University of Michigan
House Officers Association