

# HOA Grievance/Complaint

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

Date: June 17, 2022

## 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:

The Employer is not providing “uninterrupted access to the cafeteria or other food-providing service twenty-four hours per day, every day of the year” as required by ¶126. The parties referenced “healthy food options” twice in their labor contract (¶¶126 & 128), but the Employer acknowledges that it is failing to provide access to such food, and at times any satisfactory food, for House Officers. This is especially true for House Officers working overnight shifts and at locations other than the main medical campus.

The HOA’s requests for remedial action and for joint remedial assessment of this issue have been rejected. If the Employer denies that the HOA has requested bargaining and/or the development of a “mutually agreeable corrective action plan” per ¶126, please also accept this Grievance as such a demand.

The HOA is beginning to keep a tally of house officers who are forced to find alternative food sources or to bring their own food to work. In addition to fixing the provisional inadequacies, the HOA seeks as a remedy \$15 for every tallied instance of a house officer having to personally fulfill the Employer’s contractual promise.

On behalf of the Association,



Robin Tarter  
Executive Director,  
University of Michigan  
House Officers Association