

# HOA Grievance/Complaint

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

Date: October 4, 2022

## **CONTRACT VIOLATION:**

Article XVIII 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 University's Electrophysiology (EP) Department's nursing supervisor, [REDACTED] assigned the task of carrying the EP Department's Device On-call pager to bargaining unit fellows. This is a nursing duty, which should be returned to EP Department nurses. This work is outside the EP fellows' job classification, has no added clinical or educational value, and negatively impacts fellows' schedules.

In accordance with ¶149, Union timely shared this complaint with the University's Administrative Liaison to the HOA for investigation and corrective action. On September 27, 2022, the Union was notified that this work would be assigned to the Fellows on a seemingly permanent basis ("change being made at this time.")

On behalf of the Association,

*Robin Tarter*

Robin Tarter  
Executive Director,  
University of Michigan  
House Officers Association