

HOA Grievance/Complaint

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

Date: July 19, 2022

CONTRACT VIOLATION:

Article III “COMPENSATION – SALARY,” 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). This is an Association grievance under paragraph 185, as it concerns at least two bargaining unit employees (the HOA reserves the right to add more names if they come to light).

SUMMARY:

The University’s salary determination for [REDACTED] and [REDACTED] are incorrect and violate the parties’ CBA. The HOA believes that the proper HO Salary Levels should be [REDACTED] for [REDACTED], and [REDACTED] for [REDACTED].

The University is also preventing the Radiology Department from granting these doctors supplemental payments, despite the parties agreeing at ¶18 that such payments are left to departmental discretion.

Please also consider this an information request under PERA and ¶189 for any and all documents utilized toward the Employer’s salary determinations for [REDACTED] [REDACTED]. This includes, but is not limited to, communications between Radiology and GME.

On behalf of the Association,

Robin Tarter

Robin Tarter
Executive Director,
University of Michigan
House Officers Association