

HOA Grievance/Complaint

To: Wade Baughman, HOA Contract Administrator

Date: December 14, 2022

CONTRACT VIOLATION:

Article III Section H and any and all other relevant or implicated provisions of the Collective Bargaining Agreement (CBA) between the University of Michigan Regents and the University of Michigan House Officers Association (HOA).

SUMMARY:

On December 7, 2022, the Association was notified that the Employer does not consider [REDACTED] to be eligible for a partial lump sum payment of 50% despite [REDACTED] meeting the criteria outlined in Paragraph 50 of the CBA. The Employer stated over email they feel that there is a situation where they have or would provide an additional lump sum payment for an extension in training over 6 months. The Association feels the CBA language on program extensions for paid leaves over 6 months is clear on this matter. The Association feels a just and satisfactory resolution to this matter would be for [REDACTED] and any other resident who is similarly situated to be granted their lump sum in accordance with Section H of the CBA and be made whole.

On Behalf of the Association,

Robin Tarter

Robin Tarter, M.Ed.

University of Michigan

House Officers Association