



President Santa Ono and Regents
University of Michigan
3190 Ruthven Building
1109 Geddes Ave
Ann Arbor, MI 48109-1079

May 3rd, 2023

Dear President Ono and Regents of the University of Michigan,

As leaders of unions representing thousands of campus workers, we write to you today in support of the University of Michigan House Officers Association (HOA). We believe the patients in our hospitals deserve exemplary care and one of the foundations of providing that care is the committed work of our resident physicians. The HOA proposals ensure that the work of residents is compensated in a way that reflects their importance to the care of patients in our health system.

A good HOA contract would ensure a decent wage for one of the most overworked segments of our institution. Residents often survive on little sleep and are on-call at all hours of the night. The committed physicians doing this work deserve to be treated as valued members of this community because the hospital could not function without them. In addition to wages commensurate with the services they provide, the HOA wants to ensure that resident physicians who are mandated extra work, receive extra compensation. These committed employees deserve better than to be seen as cheap labor when a staffing shortage occurs. Good patient care demands it. We are beginning to lag behind our peer institutions when it comes to wages and benefits, threatening our ability to recruit top talent.

We stand with our union siblings in their fight for a fair contract. The HOA's proposals would improve patient care, keep Michigan Medicine a competitive destination for resident physicians, and help critical employees to afford the increasing cost of living here in the Ann Arbor area. The hospital has the resources to meet these proposals and it is imperative that they do.

As one of the leading employers in the state, you are being asked to provide dignity and respect for your resident-physician workforce that is in keeping with the stature of the University of Michigan.

Sincerely,

Jill Hasen, President, UPAMM
Renee Curtis, President, MNA-UMPNC
Jared Eno, President, GEO
Kirsten Herold, President, LEO
Meredith Kahn, Campus Chair, LEO-GLAM
Penni Toney, Organizing Committee Member, UMAPP