

**University of Michigan
House Officers Association (HOA)**

Interest Statement

The University of Michigan House Officers Association has a fundamental interest in ensuring the excellence of safe patient care and the quality of the house officer experience. We have an equally fundamental interest in ensuring that the contributions made by House Officers to the financial and clinical success of Michigan Medicine and the University are recognized in the form of excellent wages, benefits, and working conditions. We have an interest in ensuring that the House Officers' acquisition of medical expertise and knowledge is not impeded by issues related to short staffing, insufficient parking, and poor working conditions. We believe that institutional policies and behaviors are linked to our ability to deliver safe quality care and to our success as physicians.

To help safeguard these values, we believe that the University of Michigan and Michigan Medicine must be a leader in attracting and retaining house officers. This can only be accomplished by a concerted effort to reward house officers' substantial contributions and by creating an environment where House Officers are respected and treated fairly.

Dr. Kyle Johnson
HOA President

Dr. Matthew Basinger
HOA President-elect

ARTICLE II. Term of Agreement - 3 years

ARTICLE III. Wages and Compensation Interests:

- Wage increases that reflect the true value of the significant contributions made by House Officers.
- Wage increases that accurately and fairly reflect the level of House Officer education and experience.
- Wages that realistically reflect the contribution of House Officers to the financial success of Michigan Medicine evidenced by the many hours worked and care and services which are provided.
- Wages that reflect the increasing patient workload and acuity of patients we care for.
- Wage increases that account for the high cost of living in Ann Arbor and the surrounding area.
- Wage increases that provide growth in excess of current inflation rates.
- Wages that reflect the unique financial burdens of our employment (student loan debt payments, licensing fees, family responsibilities).
- Increased compensation for all Chief Residents with administrative responsibilities, including those in smaller programs.
- Additional compensation for working extra on-call shifts to appropriately compensate our members and to become more competitive with peer institutions.
- Protections for House Officers transferring into the Bargaining Unit from another Sponsoring Institution when the ACGME training program has closed.

Grants (NIH, Others) Academic Development Time, Appointment Interests:

- Ensure uniformity in benefits availability to all House Officers regardless of funding source.
- Ensure that the employer provides accurate and timely guidance regarding changes in funding sources that may impact our member's wages, benefits, and tax withholding requirements.

Holiday Pay Interests:

- Provide House Officers with a streamlined process for receiving Holiday Pay.
- Bargain a new day wage rate for each HO level for the term of the Agreement.

Holiday Pay Substitution Interest:

- Create a new subheading for substitutions.
- Add an intent note.
- Reduce the timeline for submitting the substitution request to within 14 days of the receipt of the work schedule.
- Establish a clear timeline for receiving Holiday Pay.

Religious Observances Interest:

- Move to ARTICLE XIV. Religious Observances are not related to Holiday Pay.

Article IV. Benefits Interests:

- Life Insurance for those House Officers on a grant-funded appointment needs to be based on both the University's contribution and the funding from the grant source.

- Providing a Savings/Retirement plan that is equitable with Michigan Medicine staff and other employee groups.
- Protecting the long-term financial future of House Officers and their families.

ARTICLE VIII. Work Hours/Work Schedules Interests:

- A Time and Attendance System tied to HITS credentials and the EMR.
- Codify language from the ACGME.
- Maternity scheduling language, currently under maternity leave, relocated to ARTICLE VIII.
- Add remedy for scheduling violations.
- Add pay for Extra On-call.
- Require each program to have back up systems in place for House Officer absences.

ARTICLE XII. Vacation Interest:

- Clarify current language.
- One Article should address all paid leave, paid time off, and vacation language.

ARTICLE XIV. Paid Leave Interests:

- Change title to PAID LEAVE, PAID TIME OFF, VACATION.
- Add and update current MOU on paid Caregiver Leave as a separate benefit.
- Add language which aligns with current practice for short-term disability and intermittent absences.
- Stipulate a 15-day continuous absence before contacting Work Connections.
- No psychiatric evaluation to return to work after maternity and/or parental leave.
- Move maternity leave scheduling to ARTICLE VIII. Work Hours/Work Schedules..
- Codify ACGME Institutional Requirement IV. I. 1. Language for confidential counseling. Residents and fellows should know how to access confidential counseling and other behavioral health services that are appropriate to their needs (e.g., routine, urgent, or emergent) and circumstances. The Sponsoring Institution is responsible for fulfilling an essential role in ensuring that services addressing urgent and emergent mental and behavioral health needs are available to all residents/fellows at all times (24/7).

ARTICLE XVI. MEALS - Allowance and Food Availability Interests:

- Reduce administrative burden by allocating fixed allowances based on hours worked on a monthly basis.
- Codify ACGME Common Program Requirements regarding the availability of refrigerators.
- Expanded meal allowance eligibility criteria that realistically meets the needs of all House Officers as a de minimis fringe benefit.
- Availability of food at **ALL** participating sites where House Officers are required to work including, but not limited to, the VA, Rachel Upjohn, and East Ann Arbor, etc.

ARTICLE XVII. CALL ROOM Interests:

- Change Article XVII to FACILITIES.
- A safe and healthy environment for all House Officers, regardless of assigned location.
- Clean and secure call rooms that are reserved solely for the use of House Officers.
- Clean toilet and shower facilities not shared with patients or their families.
- Providing a clean bed for all House Officers working in the hospital at night.
- Maintaining the safety and functionality of call rooms through improvements in furnishings, periodic replacement of mattresses, lighting, locks etc.

- Ability to change the number of beds in a call room for a specific unit based on the needs of the house officers in that unit.
- Availability of workstations.
- Availability of refrigerators.
- Multidisciplinary workspaces with the same amenities as provided for other classifications of Employees.
- Language that provides for an exclusive House Officer Lounge in every hospital building where 25% of the bargaining unit rotates.

ARTICLE XVIII. WORK ENVIRONMENT Interests:

- Change Article XVIII to WORK DUTIES AND ENVIRONMENT.
- Language that provides protections for House Officers being assigned duties of other professional and non-professional job classifications.
- Codify current practice for scrubs.
- White coat alternative.
- Mandatory Patient Perpetrated Harassment training.

Article XXIV NON-DISCRIMINATION Interest:

- Update language regarding sex, sexual identity, gender, gender identity.

ARTICLE XIX. PARKING Interests:

- Provide parking for our members that is safe, convenient, accessible, and guaranteed available.
- Language that eliminates the cost that is incurred by our members for parking by classifying parking as a de minimis fringe benefit.
- Contract Access to after-hours parking in P5.
- Recognize the unique duty hours and on-call status of House Officers, which precludes them from utilizing less expensive parking options or public transportation.
- Recognize the proportionally larger burden that parking fees place on House Officers.

ARTICLE XX. DISCIPLINE AND ARTICLE XXI GRIEVANCE Interests:

- Justice delayed is justice denied; a faster process is necessary. Timeliness of notification when allegations or concerns have been raised by the Clinical Competency Committee.
- Codify current practice of placing a House Officer on paid administrative duty or research until the investigation process has concluded.
- Language that delineates the difference between Administrative Misconduct (CBA grievance/complaint process) and Academic and Clinical Performance (GME Institutional Appeal process).
- Investigation time limits.
- Disparate treatment of House Officers.
- Add a permanent arbitration panel.

ARTICLE XXVI DUES CHECK OFF OF ASSOCIATION DUES AND ARTICLE XXVII CERTIFICATION OF TREASURER

- Codify current practice for dues deductions.
- Rename Article XXVII to include the dues collection procedure.

ARTICLE XXXVIII. INFORMATION TECHNOLOGY AND CELL PHONE STIPEND

- Increased reimbursement for use of personal Smartphone and data plans.

MOU I. VA Medical Center Letter of Agreement Interests:

- Acknowledgement that the AAVAMC is not a joint employer and that House Officers are employees of the University of Michigan and Michigan Medicine.
- House Officers assigned to the AAVAMC have access to safe, secure, accessible, and free parking.
- The current level of ancillary care and support at the AAVAMC will be maintained.
- Compliance with ALL RRC and ACGME requirements.
- Compliance with the Meal Allowance criteria established in the CBA.

MOU VI. Information to Prospective House Officers Interest:

- HOA website link - clarification and placement.

Medical/Controlled Substance Licensing Interests:

- Reimbursement for any required State of Michigan Medical License and Controlled Substance License with receipt 60 days after hire or acquired, whichever is the later.
- Provide equity with other physicians whose licenses and fees are paid for by their respective departments.
- Recognizing the larger burden that such licensing and fees place on House Officers compared to other physicians.

Information Request Interest:

- More robust language that supports the HOA's right to the timely furnishing of requested information and documentation.

Glossary Interest:

- Add a Glossary of agreed upon terms.

Staff Interests:

- Protections for the bargaining unit to have convenient, secure, private, access to the HOA's designated representative(s) in all buildings where 25% of the bargaining unit is assigned patient care responsibilities.
- Access to all House Officer Lounges.
- HOA staff shall have access to the University's internet/intranet.
- Continued access to daily parking.
- Continued access to the current HOA Office. A change from the current location will be by mutual agreement.