

Summary of Tentative Agreement
between the
University of Michigan House Officers Association
and the
University of Michigan, Michigan Medicine

	Annual Salary Table			
	FY 24 as of 7/1/2023	FY 25 as of 7/1/2024	FY 26 as of 7/1/2025	FY 27 as of 7/1/2026
HO 1	\$70,000	\$72,275	\$74,624	\$77,049
HO 2	\$72,800	\$75,166	\$77,609	\$80,131
HO 3	\$75,712	\$78,173	\$80,713	\$83,336
HO 4	\$78,740	\$81,300	\$83,942	\$86,670
HO 5	\$81,890	\$84,552	\$87,299	\$90,137
HO 6	\$85,166	\$87,934	\$90,791	\$93,742
HO 7	\$88,572	\$91,451	\$94,423	\$97,492
HO 8	\$92,115	\$95,109	\$98,200	\$101,392
HO 9	\$95,800	\$98,913	\$102,128	\$105,447

Contract Duration: 4-years, FY24 - FY27 (July 1, 2023 - June 30, 2027)

Wages: Reset HO1 to HO9 scale to start at \$70,000 for the HO1's and \$95,800 for the HO9's effective July 1, 2023. Combined contract and step increase each of the following three years at 7.25%.

Ratification bonus: \$2,000 for each resident employed in the bargaining unit on June 1, 2023, upon affirmative vote.

Retirement: Maintains the 10% annual lump sum for retirement.

Chief resident stipend: Increased to \$4,000, annually.

Cell phone stipend: Increased to \$60 per month.

Holiday Pay: Lump sum payment of two days of holiday pay each January regardless of working any actual holiday. Residents continue to receive holiday pay for each holiday they work. A new streamlined process for paying you in a timely manner, no ability to substitute.

Parking: The House Officer 24/7 P3/P5 parking program has an additional 20 flex spaces available to be allocated to programs. Assignments based on schedules.

Lactation Support: Convenient access to refrigeration for lactating House Officers.

Meals: Increase of initial new hire meal allotment to \$250. All residents receive \$15/day when working 12 or more hours, \$30/day when working 18 or more hours. Working past 7:00 PM no longer required for receiving allowance. All House Officers are now on the same system, including those in Surgery specialties.

Work Hours: Additional protections for time off between shifts, including provisions for home-call. If home-call activities put you at 24 hours of work you are now mandated by contract to be off 14 hours before your next shift. If home-call activities prevent you from getting enough rest you are also permitted to arrange an appropriate rest period with your Program Director. More "no retaliation" language for reporting hours violations is also included.

Paid time off: Paid caregiver leave now enshrined in the contract; for the personal day and preventative care time off a 45-day notice is required with confirmation guaranteed within 7 calendar days; paid bereavement leave now permitted for pregnancy loss for both the expectant birth parent and non-birthing parent.

Call rooms: A guarantee to come to an agreement on call rooms for any new facilities (Pavilion) six months before they open.

Mental health: An agreement to address the mental health care services available to protect the privacy of psychiatry residents.

Ratification Voting Procedure

A vote of **YES** on the agreement will ratify this contract through the expiration date of 6/30/2027.

A vote of **YES** would authorize the Executive Board to seek out potential affiliation of HOA with a larger union.

A vote of **YES** changes the dues structure to 0.5% (½ percent) of your annual salary, paid in 10 equal payments September through June.

A vote of **NO** would mean your wages are frozen at the FY23 rates. A new bargaining team would begin negotiating a successor agreement in July; however, you would get your promotions at the FY23 rate on July 1, 2023.

The vote will be administered from Thursday, June 15 at 12pm – Monday, June 19 at 9am. Please watch your @med.umich.edu email inbox for an electronic ballot.