

05/11/2024

House Officers Association

Grievance: Training Extension [REDACTED]

RESPONSE TO ASSOCIATION GRIEVANCE

Summary

On 4/2/24 [REDACTED] was provided with an FMLA notice that she had been approved for coverage due to a serious health condition. [REDACTED] was told by the Department of Anesthesiology that in spite of [REDACTED] FMLA coverage for that leave [REDACTED] would be required to either accept a training extension or burn vacation leave to avoid one.

Union's Position

The Union asserts the University violated Article XIII: Paid Time Away and any and all other relevant or implicated provisions of the current Collective Bargaining Agreement (CBA) between the University of Michigan Regents (Employer) and the University of Michigan House Officers Association (HOA). Further stating that the serious health condition was related to an absence from Covid-19 beginning on or about 1/6/24 and based on the circumstances leading to the absence including the FMLA eligibility, the Department should have been able to avoid a training extension for cases of serious illness.

The HOA is requesting for the Department to ask for the absences to be counted towards her 40-day allotment under ABA policy, and that [REDACTED] be made whole.

Management's Position

The Department denies any wrongdoing, and any violation of the Collective Bargaining Agreement.

Based upon the foregoing reasons, the grievance is denied.

FOR THE UNIVERSITY REVIEW COMMITTEE: s/ Kristya Smith

Senior Labor Relations Advisor