

HOA Grievance/Complaint

To: Wade Baughman, HOA Contract Administrator

Date: March 2nd, 2023

CONTRACT VIOLATION:

Article III, 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 2/22/23, the Association was notified that House Officers in the Peds-Cardiology program were providing coverage for a former employee who has resigned. The former employee was a second-year fellow. Second and third-year fellows are being asked to cover the shifts of the former employee. Approximately 6 third-year fellows were re-recruited back to the ICU and approximately 5 second-year fellows have been asked to do shifts beyond their set schedule.

The department was told by GME that it was not permitted to provide extra compensation to House Officers for the extra shifts they will be covering for an employee who has resigned. This is in violation of ¶ 18 of the contract which permits departments discretion in granting supplemental payments to House Officers. In an email dated 2/22/23, the department quoted a January email from Dr. Sybil Biermann which stated that supplemental payments were only permitted for “activities or accomplishments outside the scope of a House Officer’s training program”. This is a requirement that appears nowhere in ¶ 18 and arbitrarily limits House Officer rights under Article III.

As a fair and just resolution to this grievance we require GME to cease and desist preventing the department from utilizing the rights available under ¶ 18, allowing it to provide extra compensation to all affected House Officers along with a retraction of the January email from Dr. Biermann. We require that all impacted House Officers who were denied payments by their departments as a result of Dr. Biermann’s email be made whole.

In order to represent our members and in accordance with PERA and ¶ 189 of the HOA CBA, the Association requests a copy of any and all emails and email chains

that Dr. Biermann sent to departments regarding GME's position on supplemental payments to House Officers in the months of January and February, 2023.

On Behalf of the Association,

Robin Tarter

Executive Director

University of Michigan

House Officers Association.