

October 5, 2023

Article XX, Section E - Step Four: Notice of Intent to Arbitrate

Director of Labor Relations:

This Notice follows the HOA's Grievance dated September 5, 2023 and the Employer's written denial of the Grievance on October 4, 2023 (#23-11648).

The issue for arbitration is: "Did the Employer violate the parties' Agreement when it refused to allow [REDACTED] to forgo taking contractual, paid vacation in order to complete their residencies on time?"

The University is violating the parties' Agreement by forbidding these employees the ability to simply forgo a contractual benefit in order to timely complete their residencies. This violates at least Articles 12 and 13 of the parties' labor contract. The HOA is requesting that the Employer permit the previously agreed upon vacation arrangements for [REDACTED], and make them whole.

Dominic Barbato will arrange to meet with Brian Sumner as soon as possible to pull a name from the remaining 3 umpires, since Mr. Gravelle heard the last arbitration.

Sincerely,

Robin Tarter

Robin Tarter
Executive Director, HOA
On behalf of the Association