

November 9, 2023

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

Director of Labor Relations:

This Notice follows the HOA's Grievance dated October 11, 2023 and the Employer's written, third step denial of the Grievance dated November 9, 2023 (#2023-200).

The issue for arbitration is: "Does the Anesthesiology Department's new attendance policy ("Absence from Training Policy") violate the HOA Collective Bargaining Agreement? If yes, what is the appropriate remedy?"

The directly-implicated contract provision is Article XIII, ¶84.

The Anesthesiology Department's new attendance policy violates the CBA. The grievance should be sustained, and any impacted House Officer made whole.

The HOA will contact the next umpire from our rotating panel, Arbitrator Stark, on November 13, 2023 unless we receive an objection from the University.

Sincerely,



Dominic Barbato
Staff Associate, HOA
On behalf of the Association