

November 20, 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 17, 2023 and the Employer's written, third step denial of the Grievance dated November 15, 2023 (#2023-205).

The issue for arbitration is: "Did the Employer violate the parties' collective bargaining agreement or employees' leave rights when it forced [REDACTED], [REDACTED], and [REDACTED] to use vacation time or face training extensions to cover an absence related to Covid-19? If so, what is the appropriate remedy?"

The directly-implicated contract provisions are Article XIII and the MOU related to Covid-19.

The Anesthesiology Department violated the rights of [REDACTED], [REDACTED], and [REDACTED] under the CBA. The grievance should be sustained, and they should be made whole.

The HOA will contact the next umpire from our rotating panel, Arbitrator Gravelle, on November 27, 2023 unless we receive an objection from the University.

Sincerely,



Dominic Barbato
Staff Associate, HOA
On behalf of the Association