

HOA Grievance/Complaint

To: Hakim Berry, Director of Labor Relations
Brian Sumner, HOA Contract Administrator

Date: January 9, 2024

CONTRACT VIOLATION:

Article XXVI: Reports Provided to Association 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).

SUMMARY:

For the past 10 years, the Employer has provided the HOA with a list of clinical start dates and terminations. The list was provided weekly and initially included the starts and terminations for all employees. The Employer and the HOA agreed in 2022 to limit the list to members of the bargaining unit.

On 11/28/23, the HOA was told the Employer would not provide the weekly starts and termination lists. Representatives of the HOA and Employer discussed the refusal and on 12/12/23 contract administrator Brian Sumner told the staff members of the HOA that there was no way for him to get approval for the list and it would no longer be provided.

The HOA CBA contains the following language in Paragraph 253:

“The Employer shall provide the Association a list of: First name, Last name, UMID, Sex, Birthdate, HO level, Date in Class, Salary rate from the Employer (different than the FTE rate for grant funded), Status, Permanent Address, Home Phone, Department Number, Program, Business Phone, e-mail address, unique name and pager numbers, and if applicable, leave of absence and termination status. **The Employer shall furnish the Association a copy of this information at monthly intervals thereafter The Association may request reports on House Officers on an ad hoc basis from the contract administrator.**” (Emphasis Added)

The refusal by the Employer to furnish the lists requested by the HOA on a weekly ad hoc basis is a violation of Article XXVI as well as a long-standing past practice between the parties.

A fair and just resolution to this grievance would be for the Employer to furnish the requested weekly Start and Termination lists to the HOA and that the HOA be made whole.

On Behalf of the Association,



Dominic Barbato

Staff Associate

University of Michigan House Officers Association.