

**House Officers Association
Grievance #2024-11**

RESPONSE TO ASSOCIATION GRIEVANCE

I. Introduction

On January 9, 2024, the University of Michigan (“University” or “Employer”) received House Officers Association (“HOA” or “Union”) Grievance #2024-11 pertaining to a weekly listing of starts and terminations for House Officers that has been provided to the HOA for approximately the past ten (10) years. As the HOA indicates in its written grievance, Michigan Medicine Senior Labor Relations Advisor advised the HOA on December 12, 2023, the starts and terminations weekly list for House Officers would not be provided any longer.

By no longer providing this report, the HOA claims the Employer is in violation of the collective bargaining agreement, specifically citing Article XXVI, Paragraph 253 that reads as follows:

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.

As a remedy, the HOA seeks for the University to once again furnish the Starts and Terminations list to the HOA on a weekly basis.

II. Analysis

The University acknowledges the relevance of Paragraph 253, as cited by the HOA in its written grievance, and in fact, regularly provides monthly reports to the HOA that meet the criteria delineated in this provision. Furthermore, the University acknowledges the cited contract language provides a vehicle by which the HOA “may request reports on House Officers on an ad hoc basis from the contract administrator.” However, this language provides for the HOA to “request” information beyond that which is already required per Paragraph 253. The weekly Starts and Terminations report the HOA continues to seek is above and beyond that which is contractually required according to Paragraph 253. Since such a report is no longer able to be produced by the University, it is unable to continue providing it to the HOA.

III. Conclusion

Based upon the foregoing reasons, the grievance is denied.

FOR THE UNIVERSITY REVIEW COMMITTEE: s/ *Brian Sumner*

Senior Labor Relations Specialist

Date emailed to the HOA: February 8, 2024