

HOA Grievance/Complaint

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

Date: January 9, 2024

CONTRACT VIOLATION:

Article XV: Meals 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:

On 1/9/24, the HOA was notified that House Officers in Family Medicine on night rotations at the IHA Chelsea clinic did not have available food options. House Officers on night shift at Chelsea are not provided access to the physician's lounge where food is available and the cafeteria closes before the start of their shift. In addition, the doctor trays at IHA in Chelsea are only provided on weekends and end their service at 5:30PM, while House Officers begin their shifts at 7:00PM. This is a violation of Article XV of the CBA as House Officers on required night shift rotations at IHA Chelsea are not provided 24-hour access to food. The Program Director of Family Medicine has been apprised of the situation as well, but it appears as of this date to still be unaddressed and to be a situation that is above the Departmental level.

A fair and just resolution to this grievance would be for the Employer to work with IHA at Chelsea to provide 24-hour food access to House Officers in Family Medicine and all other impacted Departments. This can be done either through access to the physician lounge, or availability of other satisfactory food options. Lastly, the HOA requires that all affected House Officers be made whole.

On Behalf of the Association,



Dominic Barbato,

Staff Associate: University of Michigan House Officers Association.