

# HOA Grievance/Complaint

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

Date: January 15, 2024

## **CONTRACT VIOLATION:**

Article XXXI: Reimbursements 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 1/10/24, the HOA was notified that the Employer had changed the travel reimbursement policy effective 1/1/24. This was the first communication of this change in policy to the HOA. Paragraph 179 of the CBA states:

“To the extent practicable, the Association will be notified of any changes in the reimbursement policy thirty (30) days prior to the implementation of any change so that the Association can assist in the communication of the changes to Employees.”

The HOA was not provided with the required 30-day notice, nor were there exigent circumstances that made such notice not practicable. This is a clear violation of the CBA.

A fair and just resolution to this grievance would be for the Employer to delay the new reimbursement policy until 30 days after the resolution of this grievance and that all House Officers already impacted by the policy be made whole.

On Behalf of the Association,



Dominic Barbato,

Staff Associate: University of Michigan House Officers Association.