HOA Grievance/Complaint

To: Hakim Berry, Director of Labor Relations

Brian Sumner, HOA Contract Administrator

Date: February 12, 2024

CONTRACT VIOLATION:

Article III: Compensation-Salary 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:

[redacted] worked the hours of 12:00am to 6:00am on 12/24/23, the Christmas Eve holiday provided to House Officers in the CBA. [redacted] was made aware upon receipt of [redacted] January paycheck that [redacted] did not receive holiday pay for the Christmas Eve holiday. [redacted] shift started on Saturday 12/23 and went past midnight on Sunday 12/24. The Department's hours reporting sheet resets the week on Sunday. [redacted] made a mistake in entering the hours and did not include any on 12/24. He has been told that at this point the Employer is unable to reopen MedHub to allow him to fix the error. As of the filing date of this grievance, [redacted] has not been permitted to enter MedHub hours for 12/24, despite there being no dispute in his Department that he worked from 12:00am to 6:00am that day.

A fair and just resolution to this grievance would be for the Employer to allow [redacted] to enter MedHub hours for 12/24, pay [redacted] the required holiday pay and that [redacted] be made whole.

On Behalf of the Association and [redacted],

Dominic Barbato

Staff Associate

University of Michigan House Officers Association.