

# HOA Grievance/Complaint

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

Date: April 11, 2024

## **CONTRACT VIOLATION:**

Article XIII: Paid Time Away and any other relevant or implicated provisions of the current Collective Bargaining Agreement (CBA) between the University of Michigan Regents and the University of Michigan House Officers Association (HOA).

## **SUMMARY:**

On 4/1/24, [REDACTED] met with representatives of the HOA to discuss a planned Maternity Leave she is scheduling with the Department of Ophthalmology in July of 2024. At issue was the Department's claim that she would only be eligible for four (4) weeks of Maternity Leave without a training extension or a need to burn vacation time. During the meeting, [REDACTED] and HOA representatives reviewed both the CBA, which allows for six (6) weeks of Maternity Leave and the American Board of Medical Specialties (ABMS) policy on leave, which permits six (6) weeks of parental leave to be taken one time during training without extension or need to burn vacation. The American Board of Ophthalmology (ABO) is a member of the ABMS.

Article XIII of the HOA Agreement provides House Officers with various paid leaves they can utilize during their residencies. Included among them are Maternity Leave and Parental Leave.

The ABMS policy states:

“Member Board eligibility requirements must allow for a minimum of 6 weeks of time away from training for purposes of parental, caregiver and medical leave at least once during training, without exhausting all other allowed time away from training and without extending training. Member Boards must allow all new parents, including birthing and non-birthing parents, adoptive/foster parents, and surrogates to take parental leave.”

Taken together, there are no grounds for denying [REDACTED] her six (6) weeks of Maternity Leave guaranteed by the CBA nor to force her to take fewer days off with a threatened training extension.

A fair and just resolution for this grievance would be for the Department of Ophthalmology to follow the CBA and ABMS policy, permit [REDACTED] to utilize her Maternity Leave and make her whole.

On Behalf of the Association and [REDACTED]



Dominic Barbato

Director of Organizing and Representation

University of Michigan House Officers Association.