

HOA Grievance/Complaint

To: Hakim Berry, Director of Labor Relations

Date: September 26, 2024

CONTRACT VIOLATION:

Article XXXVI: Information Technology and Cellular Phone Stipend 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 9/25/24 the Employer implemented changes to its IT and email system restricting the ability of House Officers to access their email. The change significantly impacted the ability of House Officers to conduct their job duties in a quick and efficient manner. Paragraph 291 of the CBA specifies:

“When the Employer intends to make significant changes to these IT resources or how they are provided to Employees, the Employer shall provide the HOA with advance notice and the opportunity to discuss the impact of those changes on House Officers.”

The Employer provided no direct notice to the HOA of this change, nor any opportunity to discuss the impact prior to implementation.

The changes to email access also impact, at minimum, Article XI, Article XXVII, and MOU I of the CBA.

A fair resolution of this grievance would be for the Employer to reverse its changes to email access to the status quo as of 9/20/24 and open discussions on impact with representatives of the HOA.

On behalf of the Association,



Dominic Barbato
Director of Organizing and Representation
University of Michigan House Officers Association.