

October 29, 2024

**Article XX, Section D - Step Four: Notice of Intent to Arbitrate**

Director of Labor Relations:

This Notice follows the HOA's Grievance dated September 29, 2024. The Employer's written, third step response to the grievance was due October 28, 2024 but has not been received. The HOA is filing within the ten (10) day timeline within the CBA on October 29<sup>th</sup> for the grievance regarding changes to the Employer's IT and email access for House Officers.

The issue for arbitration is: "Did the Employer violate the parties' collective bargaining agreement when it failed to notify the HOA of changes to its IT policies and House Officer email access prior to implementing them on 9/25/24 and discuss the impacts? If so, what is the appropriate remedy?"

The directly implicated contract provision is Article XXXVI.

The Employer violated the CBA. The grievance should be sustained, and policy should be rescinded to the status quo ante on 9/24/24 to allow the parties to discuss the impact of the changes.

The HOA will reach out to James Statham, the next arbitrator on our agreed upon umpire list by 11/1/24 unless we hear an objection from the Employer.

Sincerely,



Dominic Barbato  
Director or Organizing and Representation, HOA  
On behalf of the Association