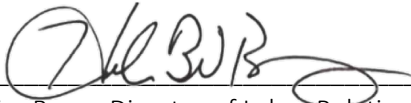


SETTLEMENT AGREEMENT

The University of Michigan (hereinafter "University" or "Employer") and the House Officers Association (hereinafter "HOA") have agreed to the following resolution of the HOA's September 26, 2024 grievance regarding changes to IT policy and email access (the "Grievance").

1. The HOA withdraws the Grievance with prejudice. The parties agree that this Settlement Agreement fully and forever resolves the Grievance.
2. On or about September, 2024, Michigan Medicine implemented a significant change to its IT resources that impacted the House Officers. The HOA was not provided advance notice of the changes and therefore did not have the opportunity to discuss the impact of those changes on the House Officers before they went into effect.
3. Despite the urgent nature of the situation that gave rise to the changes, the University recognizes that under ¶291 of the Collective Bargaining Agreement, the HOA should have been provided notice.
4. The University commits to working with the HOA to make the IT changes as seamless as possible for its members. Michigan Medicine will make an IT employee available for support for the HOA members. It will also continue ongoing discussions with the HOA regarding the impact of the IT changes on their members.

For the University:



Hakim Berry, Director of Labor Relations

Date: 1/14/25

For the HOA:



Dominic Barbato, Director of Organizing and Representation
House Officers Association

Date: 1/13/25