

HOA Grievance/Complaint

To: Hakim Berry, Director of Labor Relations

Date: October 29, 2024

CONTRACT VIOLATION:

Article XVI- Facilities 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 10/28/24, Ed Bedore, Senior Director of Operations, notified representatives of the HOA that the doors to Anesthesia Call room Suite 1H331 would be left unlocked between the hours of 7:00am and 10:00pm, providing non-House Officer staff members access to the suite.

This follows a lengthy discussion regarding the open doors in Suite 1H331. Chief Residents in the Anesthesiology Department raised concerns regarding safety, security, vandalism, and overall cleanliness of the suite and bathrooms as a result of the high traffic of employees through the main access door.

From 8/27/24-10/11/24, the exterior doors to Suite 1H331 were locked 24/7 to all staff except for House Officers, which greatly mitigated sanitation and noise concerns. On 10/11/24, Mr. Bedore alerted the HOA and the Anesthesiology Department he would be removing the restriction and permitting the doors to be open from 7:00am-10:00pm. Upon request of the Anesthesiology Chief Residents, a meeting was held with Mr. Bedore and representatives of the HOA and Anesthesiology Department on 10/16/24. On 10/28/24, Mr. Bedore alerted all participants that Facilities will keep the exterior door unlocked from 7:00am-10:00pm as a final decision.

Paragraph 143 of the CBA provides that the “Employer will provide sleep facilities that are safe, quiet and available and accessible to residents and fellows to support education and safe patient care.”.

The Employer's refusal to restrict access to the call room suite creates a lot of traffic for House Officers trying to get necessary rest and fatigue mitigation provided by both the CBA and the ACGME accrediting guidelines. In addition, the extended hours of open doors permit sanitation problems in the bathroom and showering facilities depended upon by the House Officers who are on extended and overnight call shifts at the hospital.

A fair resolution of this grievance would be to reestablish the 24/7 restricted access for House Officers to Call Suite 1H334. Given the impact of this situation on patient safety and fatigue mitigation for its members, the HOA requests that in the interim time that this grievance is being discussed, the doors remain locked until a final resolution can be determined.

On Behalf of the Association,



Dominic Barbato

Director of Organizing and Representation

University of Michigan House Officers Association.