

SETTLEMENT AGREEMENT

This Resolution Agreement (hereinafter "Agreement") is made and entered into by and between the University of Michigan (hereinafter "University") and the House Officers Association (hereinafter "HOA") concerning a Grievance filed by the HOA on October 29, 2024 alleging a violation of Article XVI - Facilities.

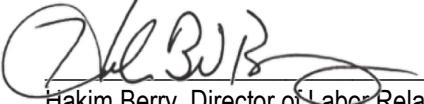
The grievance filed was in reference to access to a restroom within the Anesthesia Call room Suite 1H331. Prior to August 27, 2024 access to the suite was granted to Anesthesia employees to utilize the restroom. This practice has been on-going for an unspecified period of time. On August 27, 2024 a change was made to the access to the suite through a request to facilities. While this change was made to accommodate the request of the house officers, the unintended consequence of restricting nearby restroom facilities was unknown at the time.

The following agreement has been reached between the parties after discussion to accommodate the quiet, uninterrupted needs of the House Officers and to create access to restroom facilities for the Anesthesia employees.

- One restroom within the suite will be available for usage on weekdays from 9a to 5p
- Access to the suite will be locked for 24 hours on Saturday and Sunday and only accessible to residents. CRNAs will have access on the weekend between 9a and 5p
- Increased cleaning will occur in the restrooms during the open hours
- The facility with the shower will have a code lock placed on it, making it only accessible to House Officers.

This Agreement represents the complete and final resolution of the Grievance. No aspect of this settlement shall be considered precedential, and neither modifies nor interprets the 2023-2027 CBA between the Employer and the HOA.

For the University


Hakim Berry, Director of Labor Relations 12/27/24

For the HOA:


Dominic Barbato, Director of Organizing and Representation 12/27/24