

MEMORANDUM OF UNDERSTANDING by and between  
THE UNIVERSITY OF MICHIGAN and THE HOUSE OFFICERS ASSOCIATION

This is an agreement between the University of Michigan and the House of Officers Association regarding changes to the Parties' Collective Bargaining Agreement, Article XIII, Section F, "Maternity Leave", paragraph 93.

The Parties mutually agree to the following changes to the Maternity Leave article, specifically regarding paid time for Cesarean Section deliveries. The Parties further agree that the remaining provisions of paragraph 93 remain unchanged.

MOU XV. MATERNITY LEAVE

A House Officer who gives birth shall receive six (6) weeks of total paid time for a vaginal delivery and eight (8) weeks for a cesarean section.

If additional time off is medically required for recovery, the House Officer will be granted Serious Illness leave under Section A of this Article. (The nature of House Officer scheduling permits scheduling of this time off using non-vacation, paid time within the regular allocation of time worked.) During the last trimester of pregnancy and for two (2) months post-partum, overnight call will not be scheduled and duty will be limited to twelve (12) consecutive hours. Exceptions may be approved by the House Officer's Obstetrician, or other appropriate physician only. A good faith effort will be made by the Employer to accommodate any other health care needs, including scheduling, that may arise during the course of the pregnancy.

The six (6) or eight (8) week period of paid time (depending on mode of delivery), if requested by the House Officer, is to be used during the period immediately preceding and/or following delivery of the child.

Regardless of when the time is taken, it is to be taken for a consecutive period of time.

A House Officer who elects to take less than six (6) or eight (8) weeks (depending on mode of delivery) for paid time for childbirth must present to her Program Coordinator a written release from her physician to return to work.

For the Union:

Elias Taxakis  
Elias Taxakis

Robin Tarter  
Robin Tarter

Dated: Mar. 27, 2018

For the University:

Michelle Sullivan  
Michelle Sullivan

Dated: 3-27-18