

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

March 8, 2019

The HOA and the Employer recognize that due to leaves of absence (LOA) delays or interruptions may arise during training such that the required training cannot be completed within the required total training time established for each training program and that the requirements vary between training programs. In such circumstances, if the trainee's Program Director and clinical competency committee attest that the trainee has achieved required competence, the Program Director may seek on the resident's behalf, a reduction-in-training, to the extent allowed by the national accrediting Board. Separately negotiated benefits contained within the collective bargaining agreement such as paid vacation during an appointment year may be used to off-set deficits in training due to LOA time, to the extent allowed by the national accrediting board and following the processes and procedures identified by the Employer. Reductions in training are not assured or guaranteed, and are always subject to the applicable national accrediting Board approval, upon request of the Program Director in his or her sole discretion. In no case may the Program Director be compelled to make the request of the national accrediting Board. The request is made solely on the assessment of readiness for independent practice. The Program Director's determination regarding reductions-in-training are not subject to the grievance and arbitration proceedings of the Parties' Collective Bargaining Agreement.

This MOU is applicable only to deficits in training time that result from leaves of absence. It does not apply to deficits that may result from other actions, such as extensions due to remediation or probation.

The Parties agree that this MOU fully resolves Grievance #18-10028 in its entirety.

FOR THE HOUSE OFFICERS ASSOCIATION:

FOR THE UNIVERSITY:



Robin Tarter, Executive Director

Date: 3-8-2019



Michelle Sullivan, Director of Labor Relations

Date: 3-8-19