



University of Michigan House Officers Association



Representing House Officers for more than 48 years!

The HOA works on your behalf to ensure wages, benefits, and other terms and conditions of employment are commensurate with the services you provide.

hoamich.org

Visit the HOA website for:

Collective Bargaining Agreement (Contract)

Updates, news, events, and FAQ

Housing listings – view listings close to the hospital, roommates wanted posted here!

The form to become a dues-paying member



Your HOA has successfully negotiated:

Competitive base salary and annual promotional step increases

“Lump Sum” payment to encourage savings each November

\$50 monthly cell phone stipend (not taxed) with HIPPA compliant device management

Four weeks of paid vacation per year

Holiday pay of 1/365th of salary if you work on one of 10 holidays, including your birthday!

Affordable health plans, life insurance (no fee), long-term group disability insurance (no fee), UM Supplemental Retirement Accounts

Paid time-off for personal preventive health care

Meal Reimbursement for those who qualify

Travel (mileage) reimbursement for assignments greater than 15 miles round trip

Paid maternity leave (6 or 8 weeks) and additional parental leave for all parents (6 weeks)

No wait access to UH South Wellness Center



The House Officers Lounge

Hot Beverage Station

Break Tables

Workstations with computers

Cable TV

Massage Chair

Located in University Hospital
UH2F210



Free Notary Public Services

Child care questions can be directed to the Work/Life Resource Center

734.936.8677

hr.umich.edu/worklife



As a member of the collective bargaining unit, should the need arise, your right to due process will be protected.



House Officers Association

About us...

Michigan is a Right-to-Work for less state. The HOA is able to remain a strong voice for you at Michigan Medicine only when bargaining unit members pay their fair share of Association dues. Our goal is always 100% participation. Last year, only a handful of trainees (approximately 80) chose not to support the union. We have a strong membership with approximately 1200 dues-paying members. Your dues are \$250 per year or \$25 a month, September through June. You will receive a one-time payment of \$750 in your July 2021 paycheck. Enough to cover 3 years worth of HOA dues!

Your combination of wages and benefits is amongst the highest in the region. Unionized workers are compensated better than those who are not represented. It is because you have a union that works on your behalf to ensure that you are compensated commensurate with the high level of care you provide to some of the state's most critically ill patients.

If you have not already done so, go to the HOA website (hoaumich.org) and read your contract. Return your cell phone stipend paperwork as soon as possible. Learn whether you qualify for meal reimbursement, what the rules are regarding holiday pay and holiday pay substitutions, understand how vacation is assigned. Your collective bargaining agreement contains a wealth of information, as does the entire HOA website.

You have outstanding paid time off and long-term disability coverage, if faced with a serious or disabling illness. Your Group Long-term Disability Policy can be converted into own-occupational and is portable (you can take it with you) and is guaranteed issue (no physical necessary) – another negotiated benefit for our members you won't find anywhere else.

We are a union, and as a bargaining unit member, your right to due process will be protected. The employer must prove they have just cause for any disciplinary action leveled against you. The level of discipline you receive must be proportionate with your actions. We write and process grievances on behalf of the entire Association and individual members. We are here to assist you and advocate on your behalf.

Executive Director, Robin Tarter
robin@hoaumich.org

Contract Administration and IT Coordinator, Steve Smith
steve@hoaumich.org

HELP!
help@hoaumich.org
734-936-9205

Our office is located inside the House Officers Lounge
University Hospital, 2F210