

OTHER NON-MEDICAL CTFMLA AND FMLA LEAVES AND CT PAID FMLA LEAVE

Family Leaves Including Parental Leave

Residents/Fellows who have been employed for 3 months or more and need to care for a family member with a serious health condition, bond with a newborn child or one that has joined the family through adoption or foster care, for exigent circumstances, or family violence as defined under Connecticut law are eligible for CT Family and Medical Leave and may also be eligible for Federal Family and Medical Leave. Residents/Fellows may be eligible for ACGME leave (see [ACGME One-Time Leave Policy](#)) and CT Paid Leave benefits administered by CAHC's private plan (see [CT Family and Medical Leaves of Absence \(CTFMLA\), Federal Family and Medical Leave \(FMLA\) and CT Paid Family and Medical Leaves of Absence \(CTPFML\) Policy](#)). Available leaves will run concurrently. Family leave eligibility requires leave paperwork verifying the need for leave and its beginning and expected ending dates. Residents/Fellows are required to use their available vacation time at the beginning of the leave period (while reserving two weeks' of vacation time). Three weeks of vacation time is available to residents/fellows on the first day of employment. A fourth week of vacation may be granted at a Program Director's discretion.

Once available vacation and ACGME leave time are exhausted, a resident/fellow may be eligible to receive CT Paid Leave benefits, which will be paid in accordance with the State's benefit rate; which is 60 times the minimum wage rate for the remaining period of absence (not to exceed 12 weeks or 84 days in a twelve-month period). A resident/fellow may elect to use reserved vacation time to supplement the State's rate cap and receive additional pay if request is submitted to CAHC in writing. Family leaves extending past 12 weeks will be unpaid and will be classified as "Other Leave".

Residents/fellows who have been employed for less than 3 months in need of family leave are eligible for ACGME leave and must comply with the requirements of the ACGME One-Time Leave Bank Policy (see [ACGME One-Time Leave Bank Policy](#)). Three weeks of vacation is available to residents/fellows on the first day of employment, which must be used during the ACGME leave, but two weeks' of vacation time may be reserved for other use. Residents/Fellows may also be eligible for CT Paid Leave benefits administered by CAHC's private plan (see [CT Family and Medical Leaves of Absence \(CTFMLA\), Federal Family and Medical Leave \(FMLA\) and CT Paid Family and Medical Leaves of Absence \(CTPFML\) Policy](#)). Additional family leave taken after ACGME leave is exhausted will be unpaid unless until the CT Paid Leave eligibility requirements are met.

To the extent applicable, any family/parental leave, ACGME leave, CT Family and Medical Leave, Federal Family and Medical Leave and CT Paid Leave will run concurrently.

The resident/fellow needing family/parental leave must submit required paperwork to the Capital Area Health Consortium. A resident/fellow must provide their Program Director as much notice of the need for a family/parental leave as is practicable under the circumstances. . At the very least, a resident/fellow should provide not less than 30 days advance notice of the need for leave, when the leave is foreseeable. When not foreseeable, a resident/fellow must notify CAHC as soon as practicable, and certainly within two (2) business days of learning of the need for leave, except in extraordinary circumstances. Notice of the need for leave should be provided to Michelle Nielson @ nielson@uchc.edu.

Requests for family/parental leave to care for a covered family member with a serious health condition must be accompanied by a treating healthcare provider's Certification verifying the need for the leave, its beginning and expected ending dates, if possible, and in any event, no later than 15 calendar days after

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the request for leave unless the resident/fellow can demonstrate that it is not practicable to do so despite good faith efforts.

When possible, the resident/fellow is required to provide their Program Director and the Capital Area Health Consortium with at least two weeks' advanced notice of the date the resident/fellow intends to return to training. When a resident/fellow returns from family/parental leave, the Program Director in consultation with the GME Office will determine the resident's/fellow's status in the program specifically as it relates to extension of training and whether the resident/fellow may return to his/her previous level of training (see [Contract Extension Due to Leave Guidelines Policy](#)).

If a resident/fellow fails to report to work promptly at the end of the family/parental leave, their appointment with the UConn SOM and their employment with the CAHC may be terminated.

If a resident/fellow is unable to return to training after 12 weeks of family/parental leave, they must contact CAHC, their Program Director and the Office of Graduate Medical Education as soon as possible.

The status of a resident/fellow who is unable to return to training after 12 weeks of family/parental leave will be determined by the Program Director in consultation with the GME Office. The position of the resident/fellow may or may not be held.

Taking any leave may extend the time necessary to complete the program requirements for graduation as well as Board eligibility (see [Contract Extension Due to Leave Guidelines Policy](#)). Residents/fellows are responsible for understanding their Residency Review Committee/Program requirements for program completion as well as their Board requirements regarding Board eligibility, specifically as it relates to time away from their program.

Revised 4/19, 10/20, 5/21, 11/21, 12/21, 2/22, 5/22

Reviewed 3/21