

FAMILY AND MEDICAL LEAVES OF ABSENCE (FMLA)

([See Appendix A for Policy](#))

Family and Medical Leaves of Absence (FMLA) is available to eligible residents/fellows (those who have been employed for at least 12 months and worked 1,000 hours) who wish to take time off from work duties to fulfill covered family obligations relating directly to childbirth, and child-rearing, adoption, or placement of a foster child; or to care for his/her own serious health condition, (emergent or non-emergent), or a child, spouse, domestic partner or parent with a serious health condition. For military service personnel or spouses of military service personnel in the military or military reserves, there are various leaves available in addition to FMLA (see [Military Leave](#)). A serious health condition is defined by law and means an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility, or continuing treatment by a health care provider.

Under Connecticut law, eligible residents/fellows (those who have been employed for at least 12 months and worked 1000 hours) may request up to a maximum of 16 weeks of family leave during any 24-month period. Married resident/fellow couples will be restricted to a combined total of 16 weeks leave within any 24-month period or 12 weeks separately under Federal law, for childbirth, child-rearing, adoption, or placement of a foster child or to care for a parent with a serious health condition.

Residents/fellows will be required to use their available vacation leave and sick leave for FMLA leave time at the beginning of the leave period and such time counts as FMLA leave time. If additional time is needed, Short Term Disability coverage with full pay and benefits is available to residents/fellows (see [Short Term Disability](#)). Once a resident/fellow has exhausted his/her paid leave (vacation, sick and STD coverage), additional time may be taken as FMLA leave but this will be unpaid time. During unpaid FMLA leave, benefits will continue and the resident/fellow will be required to reimburse the Consortium for the benefit payroll deduction for the leave time taken without pay.

All family leave rules are a reflection of the Connecticut <http://www.ctdol.state.ct.us/wgwkstnd/laws-regs/famedreg.pdf> and Federal law <https://www.dol.gov/whd/fmla/employerguide.htm>.

Residents/fellows requesting FMLA leave must contact the Office of Graduate Medical Education in order to consider eligibility and maximum allowable leave. The resident/fellow must also notify his/her Program Director as soon as it is known that the resident/fellow will be requesting an FMLA leave.

A healthcare provider's statement verifying the need for FMLA leave and its beginning and expected ending dates must be submitted to the Office of Graduate Medical Education. Residents/Fellows returning from FMLA leave must submit a healthcare provider's verification of his/her return to work to the Office of Graduate Medical Education (see [Family & Medical Leaves of Absence form](#)).

When possible, the resident/fellow is required to provide his/her Program Director and the GME Office with at least two weeks' advanced notice of the date the resident/fellow intends to return to training. When a resident/fellow returns from FMLA 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](#)).

Residents/Fellows Policies and Procedures Manual

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

If a resident/fellow is unable to return to work after 16 weeks of FMLA leave for his/her own serious health condition, he/she must contact the Office of Graduate Medical Education as soon as possible. The resident/fellow may be eligible for Long Term Disability (see Long term Disability) benefits. The CAHC can provide information regarding this process, and as there are time limits, they should be consulted as soon as possible if there is a chance the resident/fellow might apply for such benefits.

The status of a resident/fellow who is unable to return to training after 16 weeks of FMLA 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 negatively impact the time necessary to complete the program requirements for graduation as well as Board eligibility (see [Contract Extension Due to Leave Guidelines](#)). 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.

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