PARENTAL LEAVE

Residents/fellows requesting maternity leave must first use their available sick time and vacation time (while preserving two weeks’ of vacation time). Women on maternity leave who qualify may also use up to 90 days of paid medical leave (short-term disability policy) for serious health conditions or for temporary disabilities associated with pregnancy, childbirth, and related medical conditions.

Paternity leave is also available to the delivering resident/fellow’s partner. Available vacation time may be used. Any additional time off will be unpaid.

After all available time is exhausted, the resident/fellow requesting maternity/paternity leave may be eligible for additional unpaid leave under Family Leave (see policy for details).

The resident/fellow must submit a provider’s note for the maternity/paternity leave. The resident/fellow must inform their program director as soon as possible of likelihood of maternity/paternity leave but with a minimum of three months of notice.

Revised 3/16, 5/17, 4/19, 10/20, 5/21
Reviewed 3/21