

MILITARY LEAVE

Military Leaves are available to residents/fellows who have been employed for 3 months or more and require time off to address specific exigent circumstances associated with the deployment of a parent, spouse or child to overseas military duty are eligible for paid leave, as well as the need to care for a current member of the armed forces who suffered a serious injury or illness incurred in the line of duty 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. Military 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 military leave (while reserving two weeks' vacation time). Three weeks of vacation time is available to residents/fellows on the first day of employment. A fourth week 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 administered by CAHC's private plan which will be paid in accordance with the State's benefit rate; which is capped at 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 the reserved vacation time to supplement the State's rate cap and receive additional pay if request is submitted to CAHC in writing. Military leaves extending past 12 weeks will be unpaid.

Residents/fellows who have been employed for less than 3 months in need of a military caregiver leave or to attend to specific issues associated with a qualifying exigency 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 and are 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 military caregiver leave taken after the ACGME leave is exhausted will be unpaid unless CT Paid Leave eligibility requirements are met.

Residents/Fellows must submit the necessary paperwork (including a treating physician Certification in the case of a leave to care for a current member of the armed forces who suffered a serious injury or illness incurred in the line of duty) to support their leave request and return to the Capital Area Health Consortium.

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 military 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](#)).

Residents/Fellows Policies and Procedures Manual

If a resident/fellow fails to report to work promptly at the end of the military 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 26 weeks of military family 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 26 weeks of military 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.

If, during the course of training and employment, a resident/fellow volunteers for military service (not as a non-military contractor or employee), fulfills military training requirements, is required to serve active duty, required to perform training or required to provide emergency services in the Armed Forces of the United States, the resident/fellow and the spouse of a military service person shall be granted an unpaid leave of absence from the program and employment in accordance with the law. Further, in accordance with the law, the resident/fellow shall have employment, training, and reemployment rights in accordance with the requirements of state and or federal law, including the Uniformed Services Employment and Reemployment Rights Act, as amended, and/or regulations issued thereunder, and the U.S. and Connecticut Family and Medical Leave Acts, consistent with program requirements and accreditation standards. This includes any rights to Federally-recognized spousal or military reserve leaves. The resident/fellow or spouse shall have no right to additional compensation or benefits, except as required by law.

Taking any leave (especially when multiple leaves or absences occur in the same contract year) may extend the time necessary to complete the program requirements for graduation as well as for 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.

Any and all leaves must be approved by the program director.

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