

### MEDICAL LEAVE

Residents/Fellows who have been employed for 3 months or more and require time off from their work duties to care for their own serious health condition (emergent or non-emergent) 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 Leave 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. Medical leave eligibility requires a treating health care provider's Certification verifying the need for medical leave and its beginning and expected ending dates. Residents/Fellows are required to use their available vacation leave and sick leave at the beginning of the leave period (while reserving two weeks' of vacation time). Three weeks of vacation and three weeks of sick time are 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 sick, 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. Medical leaves extending past the treating health care provider's statement will be paid at 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 their reserved vacation time to supplement the State's rate cap and receive additional pay if request is submitted to CAHC in writing. Medical 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 and require time off to care for their own serious health condition as defined under Connecticut law 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 three weeks of sick time 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 Paid Leave benefits administered by CAHC's private plan (see [CT Family and Medical Leave of Absence \(CTFMLA\)](#), [Federal Family and Medical Leave \(FMLA\)](#) and [CT Paid Family and Medical Leaves of Absence \(CTPFML Policy\)](#)). Additional medical leave time taken after ACGME leave is exhausted will be unpaid unless the CT Paid Leave eligibility requirements are met.

### Maternity Leave

Maternity Leaves are available to all eligible residents/fellows who are unable to work due to pregnancy related conditions. Residents/Fellows may be eligible for ACGME leave (see [ACGME One-Time Leave Policy](#)), as well as leaves under the Connecticut Family and Medical Leave Act and the Federal Family and Medical Leave Act. Residents/Fellows may also be entitled to CT Paid Leave benefits administered by CAHC's private plan (see [CT Family and Medical Leave of Absence \(CTFMLA\)](#), [Federal Family and Medical Leave \(FMLA\)](#) and [CT Paid Family and Medical Leaves of Absence \(CTPFML Policy\)](#)). Employees eligible for CT Paid Leave are eligible for an additional 2 weeks of leave and paid leave benefits, up to a total of 14 weeks or 98 days, if incapacitated by pregnancy and supported by a treating health provider's Certification. All available leaves will run concurrently.

The resident/fellow may be eligible for [Long Term Disability](#) benefits for medical/maternity leaves if required leave is greater than 90 days. The Capital Area Health Consortium can provide information

regarding this process. CAHC and their Program Director should be notified as soon as possible if there is a chance the resident/fellow might apply for such benefits.

A treating healthcare provider's Certification verifying the need for medical/maternity leaves and its beginning and expected ending dates must be submitted to the Capital Area Health Consortium with the resident's/fellow's request for leave, if possible, and in any event, no later than 15 calendar days after the request for leave unless the employee can demonstrate that it is not practicable to do so despite good faith efforts. It is critical and required that the resident/fellow also notify their Program Director as soon as it is known that the resident/fellow needs a medical/maternity leave of absence.

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 medical/maternity 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](#)).

Upon return from medical/maternity leave, the resident/fellow must provide a note from their treating healthcare provider indicating that they are fit to return to training. If a resident/fellow is fit to return to training as determined by their treating healthcare provider but fails to report to work promptly at the end of the medical/maternity 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 medical leave (14 weeks if incapacitated by pregnancy), 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 medical leave (14 weeks if incapacitated by pregnancy) 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.

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