

MEDICAL LEAVE

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

Family and Medical Leaves of Absence (FMLA) are 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 care for their own serious health condition (emergent or non-emergent)(See [Family & Medical Leaves of Absence](#)).

Medical leaves of absence up to a maximum of 16 weeks during any 24 month period are also available to residents/fellows who are not eligible for FMLA but who are unable to work due to their own health condition or disability.

Residents/fellows are required to use their available vacation leave and sick leave for medical leave time at the beginning of the leave period and such time counts as medical leave time.

Short Term Disability coverage (pay and benefits for up to 90 days) is available to residents/fellows who are unable to work due to their own health condition or disability (see [Short Term Disability](#)). Once a resident/fellow has exhausted his/her paid medical leave time (vacation, sick and STD coverage), additional time may be taken as medical leave but this will be unpaid time. During unpaid medical leave, benefits will continue and the resident/fellow will be required to reimburse the Consortium for the benefit payroll deduction for the leave taken without pay.

A treating healthcare provider's statement verifying the need for medical leave and its beginning and expected ending dates must be submitted to the Office of Graduate Medical Education. It is critical and required that the resident/fellow also notify his/her Program Director as soon as it is known that the resident/fellow needs a medical leave of absence.

Residents/Fellows returning from medical leave must submit a treating healthcare provider's verification of his/her fitness to return to training to the Office of Graduate Medical Education. Please note, the University of Connecticut School of Medicine's Graduate Medical Education Office and/or the Program Director has the right to require the resident/fellow be examined by an alternate health care provider in addition to the resident/fellow's treating healthcare provider.

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 medical 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](#)).

If a resident/fellow is fit to return to training as determined by his/her treating healthcare provider but fails to report to work promptly at the end of the medical leave, his/her appointment with the UConn SOM and the employment with the CAHC may be terminated.

If a resident/fellow is unable to return to training after 16 weeks of medical leave, he/she must contact the Office of Graduate Medical Education as soon as possible. The resident/fellow may be eligible for [Long Term Disability](#) benefits. The CAHC can provide information regarding this process, and as there

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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 medical 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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