

LEAVE POLICY OVERVIEW

ACGME Leave Benefit (effective July 1, 2022)

Beginning on the first day of employment, all residents/fellows have up to 6 weeks of paid medical, family or caregiver leave available that may be used for qualifying reasons consistent with Connecticut law. This one-time leave will be paid at 100% of pay for both **Medical** and **Family Leave** reasons. Vacation and sick time for medical leaves and vacation for family leaves must be used toward the leave with the exception of two 2 weeks' vacation time that may be reserved for use after the leave period. If the 1st leave required is longer than 6 weeks or if a second leave is required during residency, the leave coverage available will fall under the CT Paid Leave Law. If the criteria for CT Paid Leave is not met and a leave greater than 6 weeks is required, the remaining leave will be unpaid.

CT Paid Leave Benefit

All subsequent leaves of absence will be paid in accordance with the Capital Area Health Consortium's (CAHC) CT Paid Leave Private Plan. To be eligible for CT Paid Leave, you must have been employed by CAHC for at least 3 months. You may be eligible for the CT Paid Leave benefit sooner if you have previously worked in Connecticut.

The rates of pay are as follows:

- **Medical/Maternity Leave** –100% of pay for the Health Provider approved leave period (not to exceed 12 weeks of pay or 14 weeks of pay if incapacitated by pregnancy). If additional time is needed after the health provider time expires and the leave qualifies under the family leave rules, the rate of pay will fall under the Non-Medical/Family Leave discussed below.
- **Non-Medical/Family Leave** –paid in accordance with the State's benefit rate; which is 60 times the minimum wage rate for the remainder of their approved leave period (not to exceed 12 weeks of pay). Effective 7/1/2022, the maximum weekly rate of pay is \$840.

Accrued Time Requirement

For **Medical Leaves**, vacation and sick time must be used and for **Family Leaves**, vacation must be used toward the leave with the exception of 2 weeks' vacation time that may be reserved for use after the leave period.

Qualifying Leave Reasons Under CT Law

- **Medical Leave** – to care for your own serious health condition.
- **Non-Medical/Family Leaves** – to attend to family responsibilities.
 - **Parental Leave** to bond with a newborn child or one that has joined the family through adoption or foster care.
 - **Caregiver Leave** to care for a covered family member with a serious health condition.
 - **Family Violence Leave** to attend to specific issues associated with family violence.
 - **Military Exigency or Military Caregiver Leave** to attend to specific issues associated with a covered family member's deployment, or to care for an active duty injured service member.

Leave Paperwork

All leaves of absence require specific paperwork verifying the need for leave and its beginning and ending dates. Early submission of this paperwork will help us to provide you with continuous pay so please submit as soon as possible. Please contact CAHC to obtain leave paperwork. Please be advised that all leave paperwork including return to work notes must be returned to CAHC and not to your program or the GME office.

Requesting Leave

In the case of foreseeable leaves, Residents/Fellows must provide at least 30 days' notice to CAHC and their program before the leave begins. If the leave is unforeseeable, you must provide notice to CAHC and your program as soon as practicable.

Return from Leave

When possible, a resident/fellow should provide their Program Director and CAHC with at least 2 weeks' advance notice of the date they intend to return to training.

A return to work note from the resident/fellow's healthcare provider stating that they are able to resume work duties is required for all **Medical Leaves** of absence 3 days or more or following any hospital visit (ED or inpatient) and must be submitted to CAHC prior to your return to work.

If a resident/fellow is unable to return following a leave, they must contact CAHC, their Program Director and the GME office as soon as possible.

Time Away from Training

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 more than 12 weeks of leave time is needed, the time will be unpaid and time off must be approved by your Program Director and the GME office.

All available leaves will run concurrently at all times. Please see full policies on CAHC's website at <https://health.uconn.edu/graduate-medical-education/cahc/family-and-medical-leaves-of-absence/>

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