

ACGME ONE-TIME LEAVE BANK POLICY (Effective as of 7/1/2022)

Beginning on the resident's/fellow's first day of employment, each resident/fellow will have up to six (6) weeks of paid medical, parental and caregiver leave to be used for qualifying reasons that are consistent with Connecticut law (see [CT Family and Medical Leave \(CTFMLA\)](#), [Federal Family and Medical Leave \(FMLA\)](#) and [CT Paid Family and Medical Leave \(CTPFML\) Policy](#)). The requirements for use of this ACGME leave are as follows:

- The ACGME leave may be used one-time during the resident's/fellow's program, but once any leave time is used, it exhausts and does not renew.
- The ACGME leave shall run concurrently with other leaves of absence and time off for which the resident/fellow may qualify under Connecticut and Federal law, these policies and the policies governing the resident's/fellow's program. This includes leaves of absence under the CT Family and Medical Leave, the CT Paid Family and Medical Leave and the Federal Family and Medical Leave and the vacation and sick leave policies applicable to the resident's/fellow's program. Please see the specific policies for details regarding the CT Family and Medical Leave, Federal Family and Medical Leave and CT Paid Family and Medical Leave and policies governing use of vacation and sick time (see [CT Family and Medical Leave \(CTFMLA\)](#), [Federal Family and Medical Leave \(FMLA\)](#) and [CT Paid Family and Medical Leave \(CTPFML\) Policy](#)), ([Vacation Leave Policy](#)) and ([Sick Leave Policy](#)). Also, please see your specific program policy governing vacation and sick time.
- The medical certification requirements applicable to the CTFMLA and Federal FMLA leaves will apply to this ACGME leave.

Timing of ACGME Leave During Training

1.) If the need for leave occurs before the resident/fellow is eligible for CT Family and Medical Leave (less than 3 months of employment)*, the use of the ACGME leave will be as follows:

- Residents/Fellows must use vacation and sick time for medical leaves provided under CAHC's policies and their specific program policies during the ACGME leave, but they may reserve two weeks' of vacation time for use outside of the approved leave period. Once vacation and sick time (for medical leaves) is exhausted, CAHC will provide 100% of pay for up to 6 weeks of combined approved leave (including time used) one-time during residency. Any additional leave required will be unpaid unless the resident becomes eligible for CT Paid Leave benefits.*

*ACGME leave time for residents/fellows with less than 3 months of employment does not qualify as job-protected leave under the CT Family and Medical Leave Act. However, residents/fellows may qualify for CT Paid Leave as early as their date of hire if they had been working in CT for the previous 12 weeks, as long as they meet the earnings threshold of \$2,325 in the highest earning quarter of the first 4 of the past 5 quarters.

2.) For residents/fellows who have been employed for 3 months or more and are eligible for CT Family and Medical Leave, the use of the ACGME leave will be as follows:

- Residents/Fellows must use vacation and sick time for medical leaves provided under CAHC's policies and their specific program policies during the ACGME leave, but they may reserve two

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weeks of vacation time for use outside of the approved leave period. Resident/fellow may qualify for CT Paid Leave as early as their date of hire if they had been working in CT for the previous 12 weeks, as long as they meet the earnings threshold of \$2,325 in the highest earning quarter of the first 4 of the past 5 quarters. For family leaves (including parental leave), once vacation is exhausted, CAHC will supplement the difference between the CT Paid Family Leave benefit rate and 100% of pay for up to 6 weeks (including time used) one-time during residency. If additional family leave is required after the 6 week period, the CT Family and Medical Leave Act will apply and the leave will be paid at the State's benefit rate; which is capped at 60 times the minimum wage rate (see [Other Non-Medical CTFML and FMLA Leaves and CT Paid FMLA Leave policy](#)).

- During the ACGME leave, health and disability insurance benefits will continue for the resident/fellow and their dependents at the same level as before the ACGME leave began.

Requests for ACGME leave should be directed to Michelle Nielson from CAHC at nielson@uchc.edu, who will provide the resident/fellow with all necessary forms.

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