

GME ONE-TIME LEAVE BANK POLICY

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 at 100% of salary 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 the use of this GME leave are as follows:

- The GME 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 GME 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 the 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 GME leave.

Timing of GME Leave During Training

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

- Residents/Fellows are required to use vacation and sick time for medical leaves and vacation time for family leaves at the beginning of the leave (while reserving 2 weeks of vacation time for further use if available at the time of leave) provided under CAHC's policies and their specific program policies during the GME leave. Once vacation and sick time (for medical leave use only) is exhausted, CAHC will provide 100% of pay for up to a combined total of 6 weeks (including time used) one-time during residency. Any additional leave required will be unpaid unless the resident becomes eligible for CT Paid Leave benefits.*

*GME 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 and they meet the eligibility criteria.

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 GME leave will be as follows:

- Residents/Fellows are required to use vacation and sick time for medical leaves and vacation time for family leaves prior to receiving any paid leave benefits under CAHC's private plan (while reserving 2 weeks of vacation time for future use if available at the time of leave) provided under CAHC's policies and their specific program policies during the GME leave.

Residents/fellows may qualify for CT Paid Leave as early as their date of hire if they had been working in CT and meet the eligibility criteria. 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 vacation 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 Leave policy](#)).

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

Requests for GME leave should be directed to CAHC at cahcgroup@uchc.edu. Upon request, CAHC will provide the necessary forms for completion.

To the extent applicable, any family/parental leave, GME leave, CT Family and Medical Leave, Federal Family and Medical Leave, and CT Paid Leave will run concurrently.

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