

MILITARY LEAVE POLICY

Military Leaves are available to residents/fellows who have been employed for 3 months or more and require time off to address qualifying exigency, to care for a military family member who is injured during active duty, or to care for a veteran with a serious illness as defined under Connecticut law. Residents and fellows eligible for military leave are eligible for CT Family and Medical Leave and may also be eligible for Federal Family and Medical Leave. Residents/Fellows may also be eligible for GME leave (see [GME One-Time Leave Policy](#)) and CT Paid Leave benefits administered by CAHC's private plan (see [CT Family and Medical Leaves 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. Military leave eligibility requires leave paperwork verifying the need for leave and its beginning and expected end dates. Residents/Fellows are required to use their available vacation time prior to receiving any paid leave benefits under CAHC's private plan. Employees can reserve two weeks of vacation time for future use if available at the time of leave.

Once available vacation and GME leave time is exhausted, a resident/fellow may be eligible to receive CT Paid Leave benefits administered by CAHC's private plan. This leave falls under family leave and will be paid in accordance with the State's benefit rate after GME leave time is exhausted, 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 the reserved vacation time to supplement the State's rate cap and receive full pay if a request is submitted to CAHC in writing. Military leaves extending past 12 weeks will be unpaid.

Residents/fellows who have been employed for less than 3 months and who are in need of a military caregiver leave or to attend to specific issues associated with a qualifying exigency, to care for a military family member who is injured during active duty, or to care for a veteran with a serious illness are eligible for GME leave and must comply with the requirements of the GME One-Time Leave Bank Policy (see [GME One-Time Leave Bank Policy](#)). Four weeks of vacation is available to residents/fellows on the first day of employment, and must be used during the GME leave.

Employees can reserve two weeks of vacation time for future use if available at the time of leave. Residents/fellows may also be eligible for CT Paid Leave benefits administered by CAHC's private plan (see [CT Family and Medical Leaves of Absence \(CTFMLA\)](#), [Federal Family and Medical Leave \(FMLA\)](#) and [CT Paid Family and Medical Leaves of Absence \(CTPFML\) Policy](#)). Additional military caregiver leave taken after the GME leave is exhausted will be unpaid unless CT Paid Leave eligibility requirements are met.

Residents/fellows must submit the necessary paperwork (including a treating physician certification in the case of a leave to care for a current member of the armed forces who suffered a serious injury or illness in the line of duty, or a veteran with a serious illness) to support their leave request and return to the Capital Area Health Consortium.

When possible, the resident/fellow is required to provide their Program Director and the Capital Area Health Consortium with at least two weeks advance notice of the date the resident/fellow intends to return to training. When a resident/fellow returns from military 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 their previous level of training (see [Contract Extension Due to Leave Guidelines Policy](#)).

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

If a resident/fellow fails to report to work promptly at the end of the military 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 26 weeks of military family leave, 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 26 weeks of military 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.

If, during the course of training and employment, a resident/fellow volunteers for military service (not as a non-military contractor or employee), fulfills military training requirements, is required to serve active duty, required to perform training, or required to provide emergency services in the Armed Forces of the United States, the resident/fellow and the spouse of a military service person shall be granted a leave of absence from the program and employment in accordance with the law. Further, in accordance with the law, the resident/fellow shall have employment, training, and reemployment rights in accordance with the requirements of state and/or federal law, including the Uniformed Services Employment and Reemployment Rights Act, as amended, and/or regulations issued thereunder, and the U.S. and Connecticut Family and Medical Leave Acts, consistent with program requirements and accreditation standards. This includes any rights to Federally-recognized spousal or military reserve leaves. The resident/fellow or spouse shall have no right to additional compensation or benefits, except as required by law.

Taking any leave (especially when multiple leaves or absences occur in the same contract year) may extend the time necessary to complete the program requirements for graduation as well as for 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.

Any and all leaves must be approved by the Program Director.