

SICK LEAVE POLICY

Residents/fellows receive up to 10 working days per contract year of paid sick leave. Sick time may not be carried over into the next contract year. In the event of serious injury or prolonged illness, or injury, residents/fellows may be eligible for a paid or unpaid leave of absence as set forth in the GME One-Time Leave Bank Policy (see [GME One-Time Leave Bank Policy](#), [CT Family and Medical Leave \(CTFMLA\)](#), [Federal Family and Medical Leave \(FMLA\)](#) and [CT Paid Family and Medical Leave \(CTPFML\) Policy](#), and the [Medical Leave Policy](#)).

CAHC will require a treating health provider's letter for any absence due to illness or injury, depending on the absence's nature and length of time. A treating health provider's letter is mandatory after 3 consecutive workdays off for illness or injury stating that the resident/fellow may return to work. A treating health provider's letter is also mandatory in order for a resident/fellow to work following a hospital visit (ED or inpatient). Every program has its own policy on handling sick days that may add requirements to this policy. Residents/fellows are required to know and follow their specific program policy. At a minimum, a resident/fellow must notify their program office and appropriate supervising physician as soon as known, but clearly before their shift begins, if absent due to illness or injury.

Use of available sick time for Connecticut Paid Family Medical Leave (CTPFML) and GME leaves is required prior to receiving any paid leave benefits under CAHC's private plan.

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.

Revised 3/16, 3/17, 5/17, 4/19, 12/21, 1/23, 8/23, 6/24

Reviewed 3/21