

5.B.4.

Medical Leave and Short-Term Disability

The CAHC and the University of Connecticut School of Medicine provide medical leaves of absence **with pay and benefits** for **up to 90 days** to eligible residents* who are unable to work due to **their own** serious health condition or disability. For purposes of this policy, serious health conditions or disabilities include inpatient care in a hospital or residential medical care facility; continuing treatment by a healthcare provider; and temporary disabilities associated with pregnancy, childbirth, and related medical conditions.

A health care provider's statement must be submitted verifying the need for medical leave and its beginning and expected ending dates. Any changes in this information should be promptly reported to CAHC, the Office of Graduate Medical Education and to the respective Program Director. **Residents will be required to first use any accrued paid vacation and sick time before using Short-Term Disability. The total of all paid time off may not exceed 90 days.** Housestaff returning from Medical Leave must submit a healthcare provider's verification of their fitness to return to work to their Program Director. If the resident/fellow learns, before the 90 day period expires, that he/she may be unable to return to work at the end of the Short-Term Disability period, the resident/fellow should file a claim for Long-Term Disability Insurance, provided by the CAHC (see Long-Term Disability under Section 5.G.).

So that a resident's return to work can be properly scheduled, a resident is requested to provide CAHC and his or her Program Director with at least two-weeks advance notice of the date the resident intends to return to work. When a Medical Leave ends, the resident will be reinstated to the same position, if it is available.

If a resident fails to report to work promptly at the end of the Medical Leave, CAHC and the resident's Program Director will assume that the resident has resigned and all pay and benefits will be terminated.

Residents who sustain work-related injuries are eligible for a Medical Leave of Absence for the period of disability in accordance with all applicable laws covering occupational disabilities.