

5.B.7.

Family Leave

CAHC and the University of Connecticut School of Medicine provide Family Leaves of Absence **without** pay to eligible housestaff who wish to take time off from work duties to fulfill family obligations relating directly to childbirth, adoption, or placement of a foster child; or to care for a child, spouse, or parent with a serious health condition. A serious health condition means an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility, or continuing treatment by a healthcare provider.

Eligible housestaff* may request Family Leave only if they have completed one year of service and have worked 1,000 hours or more in the 12-month period preceding the first day of leave. (unless otherwise allowed by the Program Director, who must notify the GME office). Housestaff should make requests for Family Leave to their Program Directors at least 30 days in advance of a foreseeable events and as soon as possible for unforeseeable events.

Housestaff requesting Family Leave related to the serious health condition of a child, spouse, or parent may be required to submit a healthcare provider's statement verifying the need for a family leave to provide care, its beginning and expected ending dates, and the estimated time required.

Eligible housestaff may request up to a maximum of 12 weeks of family leave within any 12-month period or 16 weeks within any 24-month period. Residents will be required to substitute any accrued paid sick time for Family Leave time at the beginning of their leave. Married resident couples will be restricted to a combined total of 16 weeks leave within any 24-month period for childbirth, adoption, or placement of a foster child, or to care for a parent with a serious health condition.

Benefits: Subject to the terms, conditions, and limitations of the applicable plans, health insurance and other benefits will continue for 12 weeks (3 months) of Family Leave to eligible housestaff. After 12 weeks, residents will become responsible for the full costs of these benefits if they wish coverage to continue. When the resident returns from family leave, benefits will again be provided by CAHC according to the applicable plans. Benefit accruals, such as vacation or Sick Leave, will be suspended during any leave period greater than 30 days, and will resume upon return to active employment.

So that a resident's return to work can be properly scheduled, any housestaff on Family Leave is requested to provide his/her Program Director with at least two weeks advance notice of the date the resident intends to return to work. When Family Leave ends, the resident will be reinstated to the same position, if it is available, or to an equivalent position for which the resident is qualified. If a resident fails to report to work promptly at the end of the approved leave period, CAHC will assume that the resident has voluntarily resigned.

***J-1 Visa Holders: Extended leave cannot be taken if it will violate the regulations governing the J status.**