



GME CONSORTIUM

UCF/HCA Healthcare GME Leave and Injury Policy (IV.H)

Purpose: Sponsoring institutions must have written policies regarding vacation and other leaves of absence (to include parental and medical leave) and these will be provided to all physician learners. Injuries or exposures during work are also covered. The GMEC exercises oversight over provision of leave including approved medical, caregiver and parental leave.

Policy summary: The leave policy complies with ACGME institutional policies, UCF policies, and applicable laws (e.g., FMLA). Each program may in addition set more specific policies related to benefited leave.

The year follows an academic schedule, July 1 and ends June 30.

Request for leave:

All leave must be approved in New Innovations by the Consortium GMEC program director or designee in advance with the exception of emergencies or sudden illness. Vacation scheduling takes into account the physician learner rotation and call schedules and other physician learners requesting vacation/annual leave. Leave requests must follow the physician learner's program leave policy. Any requests for exceptions to the program specific policy should first be made to the program director, if the request cannot be adequately resolved, a request can be made to the Designated Institutional Official (DIO) for review and consideration.

Vacation/Annual leave accrual:

PGY-1 physician learners are provided with 15 working days of vacation leave per academic year. PGY-2 and higher-level physician learners, including fellows, are provided with 20 working days of vacation leave per academic year. Vacation leave cannot be carried forward to the next academic year, and unused vacation will be forfeited at the termination of the training program and is not paid out.

Holidays:

Physician learners will conform to the holidays provided by the clinical site where they are assigned during that rotation unless they are scheduled for clinical call or have a longitudinal assignment scheduled at another hospital that does not follow the same holiday schedule. Holiday call coverage may be rotated so that physician learners each cover some holidays and have other holidays off service, as determined by the program director. Physician learners, while UCF employees, are assigned to work locations at hospitals, clinics and other teaching sites that in some cases are open 24 hours a day, 365 days a year. Therefore, physician learners do not receive official UCF observed holidays. When extended leave is taken for a week containing an official UCF observed holiday, the observed holiday is counted as leave.

Religious Observations:

The GME programs conform to the operating schedules of the participating hospitals, clinics and other teaching sites, and many of these operate 24 hours every day of the year. Physician learners involved with GME programs may be scheduled to work during any time the clinical teaching sites are open. The residency/fellowship programs will make attempts to accommodate religious observations for scheduling rotations and work assignments but can make no guarantees that such request will be

granted. Requests will be evaluated on the following factors: The request must represent a sincere religious observance of a definite time duration; Leave requests must follow requirements set forth by the physician learner's program policies.

Educational leave:

Physician learners may receive educational leave based on their programs educational requirements and leave policy. This leave is an additional benefit allotted to the physician learner by the program and does not count towards their vacation or sick leave.

Sick leave:

Physician learners will be provided with 10 days of paid sick leave (for illness/health related appointments for themselves or immediate family) each academic year. Immediate family member is defined as the spouse, grandparents, parents, brothers, sisters, children and grandchildren of both the employee and employee's spouse. Sick leave which exceeds 3 days consecutively or in any given 30 day period may require a health care provider note. Sick leave exceeding 10 consecutive working days requires completion of UCF medical leave forms (see medical leave section below). Up to five days' sick leave will be carried forward to the next academic year (max days' days sick leave per year permitted). Unused sick leave will be forfeited at the termination of the training program, if not used, and will not be paid out.

Bereavement leave:

Physician learners are extended the benefit of up to three (3) paid administrative bereavement leave days off in the case of the death of immediate family members. The program may request funeral arrangement details as part of the leave request. Any paid leave extended beyond the three (3) paid bereavement days will require the use of the physician learners' vacation or sick leave.

Jury Duty:

The physician learner should notify their program administrator as soon as they receive a jury summons in the mail and provide a copy of the summons to their administrator. The program administrator and/or local GME office will work with physician learners to complete the form or send a letter requesting jury duty be deferred or excused since physician learner is a practicing physician-in-training. The physician learner may receive additional instructions from the court stating they are either relieved of duty or they must show up for jury duty. They should then notify the program administrator and follow the instructions received from the court. If jury duty cannot be deferred, the physician learner should be aware that their overall training period may have to be extended.

Exposures and Injuries during work:

Physician learners exposed to either infectious or environmental hazards, including needle sticks during work, require immediate assessment and must report to the hospital occupational or employee health office unless otherwise directed. Standard hospital protocols, including reporting of incident must be followed. HIV prophylaxis may need to be considered depending on the circumstances of exposure. After hours, the physician learner must report to Urgent Care or the Emergency Department for treatment. For other types of injury occurring at work, the physician learner should seek medical attention appropriate to the level of injury. Clinical site must verify that appropriate test order set has been submitted for the source patient (for blood and bodily fluid exposures from patient). All injuries and exposures should be reported to Amerisys as soon as possible or within 24 hours at 800-455-2079. Amerisys is the UCF Workers Compensation carrier and is responsible for claims for injuries; the physician learner should not supply personal health insurance information for work related injuries. The hospital GME office, the DIO office and the program director and administrator should be notified

within 24 hours if there is consideration of a worker's compensation claim. The program administrator will work with the physician learner to complete necessary paperwork and reporting to Amerisys. Additionally, the GME office at each hospital will have a listing of local clinics for any follow-up care.

The report of injury for compensation can be found at:
http://hr.ucf.edu/files/New_First_Report_Of_Injury_Form.pdf

The physician learner should follow-up with any work-related injury or exposures and will be granted leave from clinical duties for this purpose.

Additional information on how to handle needle sticks and exposure to blood borne pathogens can be found at: [Bloodborne Infectious Diseases: Emergency Needlestick Information | NIOSH | CDC.](#)

Parental Leave:

Physician learners may be granted up to six (6) months of parental leave for the birth or adoption of a child. The period of parental leave shall begin no more than two (2) weeks before the expected date of the child's arrival unless otherwise approved by the supervising physician and no later than twelve months after the arrival of the child.

Medical Leave:

Per University policy and procedures, ALL physician learners requesting more than ten (10) days of leave for medical reasons must complete a leave of absence request through Workday. It is understood some employees who give birth do not wish to take the full 6-8 weeks typically certified by their medical providers to avoid extending their residency. The physician learner may return to work as soon as desired with the proper medical release.

Parental Leave Information: <https://hr.ucf.edu/current-employees/leave-admin/parental-leave/>

Medical and Parental leave may be eligible for Family and Medical Leave Act (FMLA) protection if: Physician learner has been UCF employed for at least twelve (12) months (these need not be consecutive months) AND the physician learner must have worked at least 1250 hours in the twelve (12) month period immediately preceding the leave request.

If the physician learner meets both above requirements, he/she is eligible, upon request, for twelve (12) weeks of leave under the provisions of the Family and Medical Leave Act (FMLA). The first twelve (12) work weeks of leave will be considered entitlement under FMLA. Additional information regarding FMLA and the University's parental leave program may be found at: [Leave and Attendance - UCF Human Resources](#)

ACGME approved medical, parental, and caregiver leave provisions: The physician learner will work with UCF College of Medicine HR and his/her HCA program to ensure that approved paid medical, parental, and caregiver leave and additional one-week minimum paid leave (ACGME Institutional Requirements IV.H.1) are fulfilled. This includes continuation of health and disability insurance benefits during approved leave and both continuous and intermittent leave.

Pay status: Upon request, employees may use annual or sick leave, with management approval; otherwise, the leave will comply with ACGME requirements IV.H.1. and any additional leave will be without pay.

Military Leave:

Physician learners will be granted an unpaid military leave of absence to serve or train in the Armed

Forces, the Army National Guard, the Air National Guard, or the commissioned corps of the Public Health Services, as required by the federal Uniformed Services Employment and Reemployment Rights Act (USERRA) and state law. Physician learners may elect to use available paid annual leave to receive compensation during their military leave until such pay entitlement expires. The physician learner may be entitled to continue health insurance coverage for a period of time. Physician learners MUST notify their program director as soon as is practical when military leave is required and must provide their program director with appropriate documentation of their military service.

UCF paid benefits such as long-term disability will continue while on a leave of absence. Employee-elected benefits, such as health and dental insurance, will be affected if the learner does not have sufficient hours to cover the biweekly benefits premiums. If the learner chooses to use accrued time off or the ACGME paid leave, the learner is required to use a minimum of ten (10) hours weekly (if available) per UCF Regulation 3.040. If the learner is on unpaid leave or leave without pay, the benefit deductions cannot be payroll deducted. Please contact HR Benefits at 407-823-2771 to arrange premium payments. If premiums are not paid, benefits will be suspended. To reinstate benefits, all outstanding premiums would need to be paid. It may take up to ten (10) days to process late payments and reinstate benefits during which time the learner will not have active coverage.

Impact of leave on promotion and training requirements: Most American Board of Medical Specialties (ABMS) boards limit the amount of leave that may be taken in a given academic year. In addition, each program provides information on the amount of leave that may be taken. If the amount of leave taken by the physician learner exceeds these limits, the physician learner will be required to complete additional training time in excess of that limit to satisfy both the training requirements of the program and the corresponding specialty board. The amount of leave taken may also affect the timing of when the physician learner is promoted to the next level of training (PGY and contract dates often need adjustment).

Physician learners whose personal, non-medical leave exceeds 45 days may be subject to dismissal, termination or non-renewal. For example, leaving the United States and not being able to return in a timely manner may result in dismissal, termination or non-renewal.

Extension of Training

In rare circumstances, an extension of training beyond the employment agreement end date is required due to time taken for parental, caregiver or medical leave. When this occurs and all leave balances have been exhausted, physician learners will be allocated an additional leave amount according to the following:

- Less than three (3) months extension – no additional annual leave; 2 days of sick leave
- Three (3) to six (6) months extension – 5 days of annual leave; 4 days of sick leave, allocated within a twelve-month period
- Six (6) to nine (9) months extension – 10 days of annual leave, 6 days of sick leave, allocated within a twelve-month period
- Nine (9) to less than twelve (12) months extension – 10 days of annual leave and 8 days of sick leave, allocated within a twelve-month period
- Twelve (12) months extension or repeating of an academic year – dependent on PGY level, full year renewal of both annual and sick leave

Extensions due to disciplinary actions such as probation and remediation do not qualify for additional annual leave. Physician Learners will qualify for sick leave as noted above.