

UTHSCSA Graduate Medical Education Policies

Section 7	Health & Wellness	Effective:	April 2001
		Revised:	March 2017
Policy 7.3.	Family and Medical Leave	Responsibility:	Designated Institutional Official
Family and Medical Leave			
Purpose	This GME Policy addresses family and medical leave as it affects residents/fellows enrolled in UTHSCSA GME programs.		
Definition	<p>In accordance with the Family and Medical Leave Act of 1993 (https://www.dol.gov/whd/fmla/fmlaAmended.htm), an individual may be eligible for unpaid leave upon the birth or adoption of a child, and/or to care for a seriously ill family member (child, spouse, or parent). This leave can be up to twelve weeks in duration.</p> <p>University Health System (UHS) serves as the paymaster for the majority of residents and fellows; a small number of trainees are directly funded by UTHSCSA.</p> <p>ACGME program requirements and ABMS Board requirements address training absences, and there is substantial variability by specialty (see 3 below).</p>		
Policy	<ol style="list-style-type: none"> For residents/fellows for whom <u>UHS</u> is the paymaster, the following policy pertains: UHS Leave Policy 4.02.02 https://www.uthscsa.edu/sites/default/files/2018/uhspolicy40202fmla.pdf For residents/fellows for whom <u>UTHSCSA</u> is the paymaster, the following policy pertains: UTHSCSA HOP Section 4.7 Policies at http://uthscsa.edu/hop2000/4-toc.aspx For both UHS and UTHSCSA paymaster trainees: Residents should give their program director timely notification of their desire to avail themselves of this maternity, paternity, or adoption leave benefit. A program director may require that the resident use any accumulated sick leave and vacation leave to cover a portion of this twelve-week period, if consistent with accreditation and certification guidelines. Appropriate documentation must be provided to the program director. Upon submission of appropriate medical documentation, such leave will be approved. Resident couples should take particular care, when both members are in programs sponsored by the UTHSCSA, to inform their respective program directors of their desire to avail themselves of their entitlement to leave for 		

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maternity, paternity, or adoption. In this case, timely notification by the couples to their respective program directors is essential to allow appropriate planning for the leave by the residency programs.

If cumulative absences for maternity, paternity, adoption, or medical leave to care for a seriously ill family member negatively impact the number of months of training for a resident with respect to the number of months required to satisfy the criteria for completion of a residency or fellowship program, the program director must assess the resident's ability to fulfill his/her residency educational obligations and may require additional training time. Individual review committee (RC) and/or specialty board criteria for satisfactory completion of each residency program will determine the amount of additional training required because of leaves of absence.