

UTHSCSA Graduate Medical Education Policies

Section 7	Health & Wellness	Effective:	April 2001
		Revised:	
Policy 7.3.	Family and Medical Leave	Responsibility:	Associate Dean for Graduate Medical Education

Family and Medical Leave

Policy

In accordance with the [Family and Medical Leave Act of 1993](#), all residents are eligible for unpaid leave upon the birth or adoption of a child. This leave can be up to twelve weeks in duration. 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. Residents must give their program director timely notification of their desire to avail themselves of this maternity, paternity, or adoption leave benefit. Although the leave benefits of the Family and Medical Leave Act of 1993 by law apply to individuals who have been employed by an entity for at least twelve months, it is the policy of the UTHSCSA that these leave benefits are available as provided by the Act for all residents from the initiation of their residency training in programs sponsored by the Health Science Center.

Resident couples must 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 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.

All residents are eligible for unpaid family leave to take care of a seriously ill family member (child, spouse or parent) in accordance with the Family and Medical Leave Act. A resident may be required by his/her program director to use any accumulated paid 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.

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 residency review committee (RRC) and/or specialty board criteria for satisfactory completion of each

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residency program will determine the amount of additional training required because of leaves of absence.