

UC Riverside, School of Medicine Policies and Procedures**Policy Title:** Parental, Medical, And Caregiver Leave (New ACGME Requirement) Interim Policy**Policy Number:** 950-09-018

Responsible Officer:	Associate Dean for Graduate Medical Education
Responsible Office:	Graduate Medical Education
Origination Date:	07/2011
Date of Revision:	3/2015, 8/2016, 12/2019, 10/12/2022
Scope:	UCR SOM Graduate Medical Education

I. Policy Summary

Effective July 1, 2022, per ACGME requirements, starting with their first date of employment, every trainee is entitled to one (1) six week of paid leave at any time during the entirety of their residency/fellowship program for parental, medical, or caregiver leave.

II. Definitions

N/A

III. Policy Text

A. The one (1) time six weeks of paid leave will be comprised of:

1. 4 weeks of paid parental leave
2. 2 weeks of vacation and/or sick leave

B. This leave must be for medical, parental, or caregiver leave of absence and must be approved by the Program Director (PD) and Designated Institutional Official (DIO)/GME Director. Supporting documentation will be required.

C. During this leave period, residents/fellows will be paid 100% of their salary at the time of the leave event.

D. Benefits will continue while the resident/fellow is on an approved leave under this leave type.

E. A resident/fellow does not need to meet the eligibility criteria for leave under the Family Medical Leave Act (FMLA) or California Family Rights Act (CFRA) in order to use this leave.

1. However, if a resident/fellow on an approved leave of absence under this leave type is also eligible for Family Medical Leave (FML), PDL, and/or CFRA. Leaves of absence under this leave type shall run concurrently with FML, PDL, and/or CFRA leave.

F. Residents/Fellows are responsible to make up any missed training time as determined by accreditation or Board standards and/or the Program Director. Any additional training time shall be completed during or after the end of the academic year.


G. Residents/Fellows will not be eligible to participate in the systemwide Pay for Family Care and Bonding (PFCB) benefit in the year this benefit is utilized.

IV. Revision History

Revised 10/2022

Approvals:

GRADUATE MEDICAL EDUCATION COMMITTEE (10/12/2022)
COMPLIANCE COMMITTEE (10/31/2022)


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