

**Mount Auburn Hospital
Graduate Medical Education (GME)
Paid Family and Medical Leave for GME Trainees**

Purpose:

To provide guidelines for graduate trainees in ACGME accredited programs regarding paid family and medical leave

Policy:

Mount Auburn Hospital (MAH) provides graduate trainees with paid family and medical leave as set forth in this policy. For the purpose of this policy, the term “Graduate Trainee(s)” means physicians, or other graduates of a doctoral program, who are enrolled in Hospital-sponsored ACGME accredited training programs, or other approved non-ACGME-accredited training program, as an intern, resident or clinical fellow. This policy constitutes a paid family and medical policy within 458 CMR 2.12(6)(d)(2).

Eligibility for the leave of absence will be determined in accordance with the applicable MAH policy or state or federal law – i.e., the Family and Medical Leave Act (FMLA), the Massachusetts Paid Family and Medical Leave Law (PFMLL), or the Massachusetts Parental Leave Act (MPLA). Please refer to MAH’s Massachusetts Paid Family and Medical Leave Policy and Leave of Absence Policy, appended to this policy, (or contact Human Resources for more details regarding eligibility for an initiating leaves under these policies.

Where Graduate Trainees are eligible for a leave of absence for their own serious health condition, to care for a family member with a serious health condition, or for family bonding/parental leave under the MAH policies relating to the FMLA, the PFMLL, or the MPLA, they will be eligible for salary continuation for up to eight weeks of such leave in the aggregate during the applicable 52-week leave period under the applicable policy. Graduate Trainees will not be eligible for more than eight weeks of salary continuation during any one 52-week leave period. Salary continuation will be calculated as 100% of the Graduate Trainee’s regular weekly salary based on their regular schedule subject to regular tax and benefit withholdings and deductions (not including additional moonlighting earnings).

Benefits will continue in effect during leave under this policy on the same basis as if the Graduate Trainee remained employed for the duration of his/her leave of absence. MAH will continue to deduct the employee portion of benefits premiums from the Graduate Trainee’s salary continuation.

Paid leave under this policy will run concurrently with – not in addition to – any family or medical leave available under state or federal law or other MAH policy.

Any period of family or medical leave under state or federal law or MAH policy that does not qualify for salary continuation under this policy will be subject to MAH’s leave of absence policies, as applicable. This includes with respect to Graduate Trainees’ ability to elect to use vacation time concurrent with any such leave and the maintenance of benefits during such leave. During a leave of absence that is unpaid by MAH, health insurance coverage and other benefits

will continue as if the Graduate Trainee worked continuously during the leave period, provided that Graduate Trainees continue to pay their share of the premiums, as applicable. Graduate Trainees should contact the Benefits Department for more information about maintenance of benefits during an unpaid leave of absence.

This policy pertains to Graduate Trainees' employment relationship with MAH, and not to the training or competency requirements of training departments, accrediting or certifying bodies, state licensing boards, or any other authority as to the adequacy of medical training. Therefore, this policy should not be construed as altering attendance or any other requirements of any ACGME accredited programs. Graduate Trainees should consult their specific programs concerning the effect of leaves of absences on satisfying the criteria for completion of the training program. However, Graduate Trainees should be aware that any leave, including any medical or family leave, may require extension of the training program or making up certain aspects of program as required by ACGME accreditation, specialty board certification requirements, or other applicable requirements.

Questions about this policy may be directed to Human Resources, the Graduate Trainee's program director, or the Designated Institutional Official (DIO).

Disclaimer: This policy is intended as a general guidance only. While the Hospital endorses the policies described herein, they are not conditions of employment, present no promises or guarantees, and do not constitute a contract between the Hospital and any of its Graduate Trainees. The Hospital necessarily reserves the right to modify, suspend, revoke or terminate any and all policies, procedures and benefits set forth herein as it sees fit, without notice.

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