

IDENT	GME30
Type of Document	Policy
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Title of Owner	Dir GME
Title of Approving Official	GMEC
Date Effective	8/17/2023
Date of Next Review	8/17/2026



TITLE: Paid Time Off

POLICY: This GME POLICY will align with the CIR/SEIU agreement

Residents are entitled to twenty (20) work days (Monday-Friday) of vacation time per academic year and, when a Resident takes a full week of vacation, they will be entitled to take off the weekend (Saturday and Sunday) either before or after the week. Residents are also entitled to five (5) sick or personal days each academic year. Residents will not be shamed or intimidated for taking their vacation, sick, or personal days. During the appropriate year of training, Residents are further allowed at least five (5) work days to participate in post graduate interviews. Additional interview days may be granted at the discretion of the program director. Interview days granted are not transferable to vacation or sick/personal days. The number of allowed days away from a program may vary depending on the Accreditation Council for Graduate Medical Education and/or certifying Board requirements. Off-cycle resident/fellow follows the start and end date of their academic year. Taking any leave may require that a Resident make up time if required for graduation, for academic reasons or board certification.

PROCEDURE:

1. Paid time off is granted annually and does not roll over to a new academic year.
 - a. Unused paid time off will not roll over to the next academic year.
 - b. Residents will not be reimbursed for any unused time at the end of each academic year or upon leaving or graduating from their training program.
2. Residents are not required to use any portion of their annual paid time off to sit for exams required to maintain their status in the program nor for recognized UVMMC holidays.
3. Paid time off shall be scheduled by each program's scheduling policies and practices, in compliance with ACGME or other certifying board requirements.
4. Residents using paid time off for sick leave will not be required to find their own coverage.
5. Residents may use paid time off as needed for the observance of Religious Holidays.

DEFINITIONS: "Resident" includes residents and fellows.

REFERENCES: Agreement by and between the University of Vermont Medical Center and the Committee of Interns and Residents/SEIU (CIR)

REVIEWERS: Vanessa Goodwin, Interim Dir GME

OWNER: Vanessa Goodwin, Interim Dir GME

APPROVING OFFICIAL: Melissa Davidson, MD, GMEC