

## Benefits: Resident/Fellow Leave Policy

### Leave Policy/Childbirth or Adoption

As outlined in Part A of the manual for all residents and fellows, a leave of absence for serious illness of the resident/fellow, serious health condition of a spouse, parent, or child, or birth or adoption of a child shall be granted through formal request to the program director. The length of the leave will not exceed 12 weeks in any 12-month period. In the event of a birth, the resident/fellow shall be granted, upon request, up to six weeks of paid maternity leave for birth or two weeks leave for adoption and 2 weeks of paid paternity leave.

The resident/fellow should exercise consideration in informing the program director as early as possible to allow scheduling of curriculum plans to accommodate the leave. *It is the responsibility of the resident and the program director to ensure that Board eligibility requirements are met within the original residency/fellowship period or that alternative arrangements are made. See the section below on leave policy and eligibility for Boards.*

### Leave Policy and Eligibility for ABIM certification in Internal Medicine and its Subspecialties

For the American Board of Internal Medicine ([www.abim.org](http://www.abim.org)), trainees may take up to one month per year of training for vacation, parental or family leave, or illness (including pregnancy-related disabilities). Training must be extended to make up any absences exceeding one month per year of training.

To be eligible to sit for certification in Internal Medicine, candidates must have completed the required training in the subspecialty by August 31 of the year of examination.

To be eligible to sit for certification in a subspecialty of Internal Medicine, candidates must have completed the required training in the subspecialty by October 31 of the year of examination.

As outlined in Part B of the manual for all medicine residents, any leave that exceeds one month will be unpaid and must be made up at the end of training. There is no carry over of vacation or sick time from one year to the next. The details regarding this policy are outlined in the supplement to Part B for each specific fellowship.

Examples:

- If a resident takes off 4 weeks of maternity leave with no vacation in a 12 week period, training will not be extended. All of this will be paid.
- If a resident takes off 6 weeks of maternity leave and 3 weeks of vacation in a 12 month period, training will be extended for 5 weeks. All of this will be paid.
- If a resident takes off 12 weeks of personal leave, training will be extended for 8 weeks. The amount of compensation or paid leave will depend upon how much vacation has already been taken.