

## Paid Medical, Parental and Caregiver Leave (PMPC) - Frequently Asked Questions

**Scenario 1: Dr. Smith is a PGY 1. She is not FML eligible. She has not taken any vacation time this program year. She has her full balance of vacation time available. Dr. Smith takes the full six-week paid leave for her serious health condition, mid-November through the end of the year. Can she take vacation time in April? If so, how much?**

Yes, she can apply for vacation outside of the PMPC leave period. Her vacation and sick leave balances are not applied toward her PMPC leave time. The amount of time off and dates of vacation approved would be subject to staffing needs/other factors considered for a vacation request. It is important to be familiar with board eligibility requirements inclusive of all leave time taken during residency and to understand the impact of leave on meeting program training requirements.

**Scenario 2: Dr. Jones is a PGY-1. He is not FML eligible. He has taken two weeks of vacation this program year, one week in December and one week in February. In March he is diagnosed with a serious health condition, can he take his full six weeks of paid ACGME leave?**

Yes. His previous vacation time off has no impact on his ability to request to take the ACGME paid leave. It is important to be familiar with board eligibility requirements inclusive of all leave time taken during residency and to understand the impact of leave on meeting program training requirements.

**Scenario 3: Dr. King is a PGY-3. He is FML eligible. He has no vacation, sick, or well-being time available – all forms of paid leave, other than the ACGME paid PMPC leave, are exhausted. Beginning in May, can he take a day's worth of his six-week paid leave each Monday and Tuesday, when he is scheduled, for his medical appointments? He will not use all of his six-week leave before his PGY ends June 30. Does the balance of his six-week paid leave rollover to his next program year?**

Yes, if Dr. King needs time off to care for his own serious health condition he may apply for PMPC to be used on an intermittent basis. If approved through FML, each day would count toward his six weeks of ACGME paid leave. Based upon the timeframe, he will not exhaust his full six weeks of leave, therefore the remaining balance would rollover to his next PGY because it was a continuation of his first request for PMPC leave. Dr. King would also apply for FML time during the six week of intermittent leave.

**Scenario 4: Dr. Hunt is a PGY-2. She is FML eligible. She wants to use her six-week paid leave to care for her best friend from college, Beth. Beth is a 23-year-old woman with cancer. Can Dr. Hunt use the caregiver clause to provide care to her friend Beth?**

No. At this time caregiver leave is not permitted for this reason. Beth could take her vacation time or well-being days to help Beth. Caregiver is defined as spouse, parent or child at this time. Any exception to the policy would require approval of our Chief Academic Officer.

**Scenario 5: Dr. Adams is a PGY 3. He is FML eligible. He wants to take time off for his same-sex partner under the caregiver provision. He will need the full six-weeks. Can he take this leave under the caregiver clause? During his time, he and his partner get married. Can Dr. Adams request FML for up to 12 weeks to care for his now spouse?**

Yes, he can apply for PMPC leave to care for his partner/spouse. Dr. Adams would be eligible to apply for FML time following his marriage.

**Scenario 6: Dr. Williams is going on maternity leave on June 15<sup>th</sup>. She has used two weeks of her vacation and all of her sick time. What leave time will she use to cover her absence of six weeks?**

Dr. Williams can apply for six weeks of PMPC leave. Dr. Williams will want to be familiar with board eligibility requirements inclusive of all leave time taken during residency and to understand the impact of leave on meeting

program training requirements. Dr. Williams has already taken two weeks of vacation. Dr. Williams can apply for use of the last week of vacation but that is subject to the approval process and could result in an extension of training.

**Scenario 7: Dr. Little wants to extend his PMPC leave as long as possible so he applies for leave on an intermittent basis and only asks for weekdays off. He's on a rotation that doesn't work weekends so he did not include those in his tabulation. Should Dr. Williams have included the weekends?**

Yes. The GME leave policy outlines that leave time for a full week off must include the weekends regardless of the rotation. To ensure that Dr. Williams is off every day of the week including weekends, his PMPC request should include the weekdays.

**Scenario 8: Dr. Green wants to take four weeks of maternity leave consecutively and then wants to take every Thursday and Friday off each week using her remaining two weeks so she has long weekends. Is that permitted?**

Intermittent leave can be requested as part of PMPC leave but will only be considered or approved when medically necessary as outlined in the medical documentation from a physician as part of the medical, parental or caregiver leave. For example, if a resident was approved for caregiver leave to care for a sick child and that child had treatment every Friday for four weeks requiring the caregiver to be present.