

The University of Chicago Medical Center
Graduate Medical Education Manual

Salary, Vacation, and Sick Days

Issued:

Revised: December 2017

Salary, Vacation, and Sick Days
Graduate Medical Education Policy 05

Purpose

The purpose of this policy is to ensure that salary and benefits for residents and fellows in training programs at the University of Chicago Medical Center meet the Accreditation Council for Graduate Medical Education (ACGME) criteria as well as state and federal laws, orders, and regulations concerning discrimination and equal opportunity.

Definitions

Resident is the term the *Graduate Medical Education Directory* and the ACGME use to designate all trainees at any training level in ACGME accredited programs. Trainees in accredited subspecialty training programs are specifically included.

Fellow is a term used by some training programs at UCMC to refer to trainees in subspecialties.

Salary

Salaries for residents are equitable and are based on PGY status rather than specialty. National and local reports issued by the Association of American Medical Colleges ("AAMC") of salaries for previous years are taken into consideration by UCMC in establishing the resident salary schedule annually. Salaries for fellows/trainees in subspecialties are established by and vary by individual Programs and are also based on AAMC data and objective criteria (e.g., experience level).

Vacations

Residents and fellows receive twenty (20) days of paid vacation each year. Vacation days cannot be carried over to the next year and do not accrue during leave of absence. Program Directors and residents/fellows arrange vacation time by mutual agreement.

Sick Days

Residents and fellows are eligible for five (5) paid sick days per contract year. Residents and fellows may use paid sick days for personal illness, injury, or medical appointment of

the resident or fellow. Residents and fellows may use up to 2.5 sick days for an absence due to an illness, injury, or medical appointment of the resident or fellow's child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent. Sick leave days may not be used for vacation time.

Generally, residents and fellows may carry over a maximum of 2.5 days of unused sick leave into the following contract year. Residents and fellows may carry over a maximum of 5 sick days to be used exclusively for FMLA purposes.**Additional Benefits and Amenities**

A description of additional benefits may be found in the current edition of the Graduate Medical Education Handbook.

Interpretation, Implementation and Revision

The Office of Graduate Medical Education and Medical Legal Affairs are responsible for the revision of this policy.

The Graduate Medical Education Committee is responsible for the interpretation and implementation of this policy.