

Status **Active** PolicyStat ID **16566770**



Last Approved 9/12/2024
Effective 9/12/2024
Next Review 9/12/2027

Owner Crystal Gyiraszin:
Exec Dir-Medical
Education
Area Graduate Medical
Education
Applicability Legacy Henry
Ford Health
System-wide
Document Policy
Types

Tier 1: Leave of Absence (MEP 410)

Applicability

Henry Ford Health

Scope

This applies to Henry Ford Health Medical Education programs, including all enrolled trainees, house officers, PGY, GTP residents, and fellows (“Trainees”).

Background

The purpose of this policy is to provide house officers with a general description of their rights under Henry Ford Health Leaves of Absence programs. In the event of any conflict between this policy and the applicable law, employees will be afforded all rights required by law.

Definitions

None

Policy

Henry Ford Health Medical Education follows the HR system policy [Tier 1: Leave of Absence \(LOA\)](#) with the following addendums:

- Medical, Parental, and Caregiver Leave(s) of Absence Addendum for House Officers
- Eligibility: Henry Ford Health House Officers are eligible for all Leaves of Absence Types beginning the first day of employment with Henry Ford Health

Medical Leave of Absence

- Henry Ford Health will pay House Officers One Hundred (100%) percent of their salary for an approved medical leave of absence through the Henry Ford Health third party leave of absence administrator for up to 6 months with salary continuation.
 - No requirement to utilize any paid time off (PTO).
 - The House Officer requesting a medical leave of absence related to pregnancy are provided six weeks after date of delivery for a vaginal delivery and up to eight weeks after date of cesarean delivery with full salary continuation and benefits. Subsequently, these individuals may use their available paid GME Parental Leave (described below)
 - Requests for medical leave must be initiated using Leave of Absence (LOA) residency management system process. After initiation, all LOA's will be submitted by the house officer to the third-party LOA vendor.

Parental and Caregiver Leave of Absence

- Henry Ford Health will pay House Officers One Hundred (100%) percent of their salary for up to six (6) weeks of parental, or caregiver leave of absence taken in a GME program of at least one (1) to four (4) years in length; and, as applicable, for an additional six (6) weeks after completion of year four (4) in programs of five (5) years or more in length.
- Please refer to the Tier 1: Leave of Absence policy for the qualifying reasons as it pertains to medical leave (under section entitled Qualifying Reasons for Medical Leave of Absence) and parental and caregiver leave (under section entitled Qualifying Reasons for FMLA Leave of Absence).
- House Officers must be provided one (1) week of paid time off reserved for use outside of the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken; PTO that has already been taken in the Academic Year will count toward this one week.
- Requests for parental/caregiver leave must be initiated using Leave of Absence (LOA) residency management system process. After initiation, all LOA's will be submitted by the house officer to the third-party LOA vendor.

Personal Leave

The granting of a personal leave of absence is determined on a case-by-case basis by the Program Director, in consultation with the Director of Medical Education (DIO). Personal leaves are not covered by FMLA.

- House Officers requesting personal leave must exhaust their PTO time to zero. The remainder of the approved personal leave is without pay.
- House Officers granted personal leaves are not eligible to receive benefits or reimbursement

funds. Benefits continue through the end of the month in which the leave commences. House Officers may be eligible for continuation of benefits coverage through COBRA.

Personal leaves are limited to six months.

Job Protection for House Officers on Leave of Absence

The total of all leaves taken under this policy, when added together, shall not exceed twelve (12) months during the training program. House Officers who exceed the twelve (12)-month leave limitation (excluding military active duty) during the training program are automatically terminated, subject to the requirements of the ADA.

A terminated House Officer may petition the Program Director to return to the GME program. The Program Director may reinstate the former House Officer at his/her sole discretion and will determine the amount of time that the House Officer must make up to complete the requirements of the program.

Effect Upon the Graduate Medical Education Program

Promotion or program completion of a graduate medical education program may be affected by leaves of absence based on the type and length of the leave and the educational requirements of the program. For any approved medical, parental and caregiver leave(s), or for other types of leave, the Program Director and Designated Institutional Official (DIO) or designee, in their sole discretion, will determine and advise on the amount of time the House Officer must make up to complete the requirements of the program. Accreditation agencies, certifying boards or specialty colleges may have specific requirements regarding the amount of time a house officer must be engaged in training in order to qualify for promotion, program completion or board certification. Information related to eligibility for specialty board examinations is available through each specialty board. The Program Director must inform the trainee of any specialty-specific board requirements that may be impacted by any leave of absence.

Related Documents

[Tier 1: Leave of Absence Policy](#)

References/External Regulations

Accreditation Council for Graduate Medical Education (ACGME), Council on Podiatric Medical Education (CPME), Commission on Dental Accreditation (CODA), other accrediting organizations for individuals on a GME contract

Third party processor: New York Life Group Benefit Solutions (NYL) either by phone at 1-888-842-4462 or online at www.mynylgbs.com. Please see [Tier 1: Leave of Absence Policy](#) for the most updated information.

Appendices

Appendix A: Leave of Absence (LOA) Quick Reference

Guide for GME House Officers

LOA Type	Eligibility	Compensation & Benefits	How to Initiate LOA	3rd Party Vendor (NY Life) Approval Required	Vacation Usage
Medical LOA	1st Day of Employment- for qualifying reasons	100% Salary Continuation. Benefits Continue.	Med Hub Form	Yes	No
Medical LOA- Pregnancy	1 st Day of Employment	100% Salary continuation (6 weeks vaginal/8 weeks c-section). May add paid parental leave. Benefits	Med Hub Form	Yes	No
Parental LOA*	1st Day of Employment. Available once during programs between 1-4 years length. Re-eligible after year 4 in program for program 5+ years in length.	100% Salary Continuation for up to 6 weeks. Benefits Continue.	Med Hub Form	Yes	Yes-must be provided one (1) week of paid time off reserved for use outside of the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken; PTO that has already been taken in the Academic Year will count toward this one week.
Caregiver LOA*	1st Day of Employment-for qualifying reasons. Available once during programs between 1-4 years length. Re-eligible after year 4 in program for program 5+ years in length.	100% Salary Continuation for up to 6 weeks. Benefits Continue.	Med Hub Form	Yes	Yes-must be provided one (1) week of paid time off reserved for use outside of the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken; PTO that has already been taken in the Academic Year will count toward this

LOA Type	Eligibility	Compensation & Benefits	How to Initiate LOA	3rd Party Vendor (NY Life) Approval Required	Vacation Usage
					one week.
Personal Leave	Case-by-case basis	No pay beyond vacation time used. Ineligible for benefits beyond the end of the month that the leave begins. May be eligible for COBRA.	Discuss with Program Director	No	Yes-must use all remaining PTO available to zero

Questions about the LOA process? contact GME

**For house officers with less than 1 year of service may receive a denial from the vendor. Please contact your program coordinator, program director and/or the GME office*



All Revision Dates

9/12/2024, 7/8/2024, 6/18/2024, 3/27/2024, 3/7/2023, 7/14/2022, 2/11/2020, 6/9/2017

Approval Signatures

Step Description	Approver	Date
VP-Medical Education	Jennifer Gibson: VP-Medical Education [CG]	9/12/2024
System Policy Management Office	System Policy Management Office	9/11/2024
Document Owner	Crystal Gyiraszin: Exec Dir-Medical Education	9/11/2024

Applicability

Henry Ford Behavioral Health Services, Henry Ford Community Care Services, Henry Ford Health, Henry Ford Hospital, Henry Ford Jackson Hospital, Henry Ford Kingswood Hospital, Henry Ford Macomb Hospital, Henry Ford Medical Group, Henry Ford West Bloomfield Hospital, Henry Ford Wyandotte

Hospital

Standards

No standards are associated with this document

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