

### SHORT-TERM DISABILITY

Medical leaves of absence with pay and benefits for up to 90 days (Short Term Disability – “STD”) are available to residents/fellows who are unable to work due to their own health condition or disability. These absences are considered family and medical leaves of absence (“FMLA”) if the resident/fellow is eligible for an FMLA leave (see “*Family and Medical Leaves of Absence*” policy).

A treating health care provider's statement verifying the need for medical leave and its anticipated beginning and expected ending dates must be submitted to the CAHC. It is critical and required that the resident/fellow also notify his/her Program Director as soon as it is known that the resident/fellow needs a medical leave of absence regardless of the status of the receipt of STD benefits. Residents/fellows are required to first use their vacation time and sick time before using STD. The total of all paid time off including vacation and sick time may not exceed 90 days per illness or injury per year. A new year commences one year after the 90 day or less paid STD leave ends. A resident/fellow on STD benefits, who will be unable to return to work after the 90 day STD period must contact the CAHC before the 90 day period is over.

Residents/Fellows returning from medical leave must submit a treating healthcare provider’s verification of his/her fitness to return to work to the CAHC. Residents/Fellows should use the Return from Medical Leave Form. Please note, the Program Director or UConn SOM has a right to request the resident/fellow be examined by an alternate health care provider in addition to the resident/fellow’s provider

When possible the resident/fellow is required to provide his/her Program Director and the GME Office with at least two weeks’ advanced notice of the date the resident/fellow intends to return to work, when possible. When a resident/fellow returns from medical leave or STD, the Program Director in consultation with the GME Office will determine the resident’s/fellow’s status in the program specifically as it relates to extension of training and whether the resident/fellow may return to his/her previous level of training.

If a resident/fellow is fit to return to work as determined by his/her treating healthcare provider but fails to report to work promptly at the end of the medical leave, his/her appointment with the UConn SOM and the employment with the CAHC will be terminated.

If the resident/fellow receives information at any time during the 90 day period, that he/she may be unable to return to work at the end of the 90 day period, the resident/fellow may be eligible for Long Term Disability benefits. The CAHC can provide information regarding this process, and as there are time limits, they should be consulted as soon as possible if there is a chance the resident/fellow might apply for such benefits.

Residents/fellows who sustain work-related injuries should refer to the Workers’ Compensation policy in this manual.

Eligibility for workers compensation benefits may adversely affect eligibility for STD and/or LTD. The CAHC can provide information related to short and long-term disability benefits.

## Residents/Fellows Policies and Procedures Manual

Taking any leave (especially when multiple leaves or absences occur in the same contract year) may negatively impact the time necessary to complete the program requirements for graduation as well as Board eligibility (see "*Contract Extension Due to Leave*" policy). Residents/fellows are responsible for understanding their Residency Review Committee/Program requirements for program completion as well as their Board requirements regarding Board eligibility, specifically as it relates to time away from their program.

Revised 3/16, 3/17, 4/17, 5/17