

SHORT-TERM DISABILITY

Medical leaves of absence with pay and benefits for up to 90 days (Short Term Disability) are available to residents/fellows who are unable to work due to their own health condition or disability.

A health care provider's statement verifying the need for medical leave and its beginning and expected ending dates must be submitted to the Program Director and the Graduate Medical Education (GME) Office. Any changes in this information must be promptly reported to the Program Director and the GME Office. Residents/fellows are required to first use their vacation time and sick time before using Short-Term Disability. The total of all paid time off may not exceed 90 days annually.

Residents/Fellows returning from medical leave must submit a healthcare provider's verification of their fitness to return to work to their Program Director and to the GME Office. Residents/Fellows should use [the Return from Medical Leave Form](#).

The resident/fellow is required to provide his/her Program Director and the GME Office with two weeks advance notice of the date the resident/fellow intends to return to work. The status of a resident/fellow in the program who is returning from medical leave/short term disability will be determined by the Program Director in consultation with the GME Office.

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

If the resident/fellow learns at any time during the 90 day period, that he/she may be unfit to return to work at the end of the 90 day period, the resident/fellow must immediately contact the Capital Area Health Consortium to start the process for [Long Term Disability \(LTD\)](#). The resident/fellow must contact the CAHC once he/she has been on STD for 45 days. Residents/Fellows are responsible for applying for LTD in a timely manner to ensure there is no gap in benefits.

Residents/fellows who sustain work-related injuries should refer to the [Worker's Compensation](#) in this manual.