

FAQ HS 4.0 House Staff Leave

Policy HS4.0 was edited May 2022 to ensure compliance with ACGME requirements (including recent changes effective 7/1/22), applicable State laws (especially HB 146 effective 7/1/21), and University System of Georgia HR policies. These requirements, laws, and policies do not neatly align and abiding by all three is complicated. This FAQ was developed to address questions that may arise based on HS4.0 using some hypothetical situations. This FAQ is not meant to supersede policy HS4.0. If a Program is unsure of how to interpret the policy or has a specific question regarding a real-life scenario which is not clearly answered below, they should contact the GME office.

1. My House Staff took one week of Annual Leave and then had an event which qualified for Extended Medical/Parental/Caregiver Leave (e.g., child became severely ill requiring a long period of hospitalization and extensive rehabilitation). They took six weeks of Extended Medical/Parental/Caregiver Leave. Do they qualify for a week of Additional Annual Leave?

No. They would have already received their “one week of paid time off reserved for use outside of the first six week” as required by ACGME.

2. My House Staff did not take Annual Leave and then had an event which qualified for Extended Medical/Parental/Caregiver Leave (e.g., they became severely ill requiring a long period of hospitalization and extensive rehabilitation). They took 6 weeks of Extended Medical/Parental/Caregiver Leave. Do they qualify for a week of Additional Annual Leave?

Yes. See HS 4.0 3.4.3. “House Staff are eligible for at least one additional week of paid time off reserved for use outside of the first six weeks of the first approved Extended Medical/Parental/Caregiver Leave taken.”

3. My Program has a long training period (e.g., five years, seven years, etc.). Are they only allowed one period of Extended Medical/Parental/Caregiver Leave, just like fellows in one-year programs?

After the first instance of Extended Medical/Parental/Caregiver Leave during a training period regardless of length, House Staff will receive annually the Annual Leave and Regular Medical/Sick/Caregiver Leave resulting in LWOP after 5 weeks if no Regular Medical/Sick/Caregiver Leave is rolled over and up to 6 weeks if full Regular Medical/Sick/Caregiver Leave is rolled over. Additional Parental Leave eligibility does not change. Please note that allowing/taking multiple extended leaves regardless of pay status may necessitate extension of the training period in order to qualify for graduation and/or board certification eligibility. This must be communicated with House Staff and documented per HS 4.0 2.1.7.

4. My Housestaff had an event which qualified for Extended Medical/Parental/Caregiver Leave (e.g., their spouse became severely ill required a long period of hospitalization and extensive rehabilitation) and took six weeks of Extended Medical/Parental/Caregiver Leave. They then had a qualifying event for Additional Parental Leave (i.e., birth of a child to their partner, adoption of a child, etc.) in the same academic/contract year. Do they qualify for paid Additional Parental Leave?

Yes. See HS4.0 3.5. This House Staff would receive the 6 weeks of paid time off for the original Extended Medical/Parental/Caregiver Leave as required by ACGME. They would also receive 120 hours of paid Additional Parental Leave as required by HB 146. They would not receive the additional one week of paid time off unless it was taken prior to the Additional Parental Leave. Please note that taking multiple extended leaves may necessitate extension of the training period. This must be communicated with House Staff and documented per HS 4.0 2.1.7.

5. My Housestaff delivered a child on their first day of their training period. What paid time off are they afforded?

They are not eligible for Additional Parental Leave based on HB146 because they must work at least 6 months before they are eligible under state law. See HS4.0 3.5.2. However, per ACGME requirements, they are allowed six weeks of paid Extended Medical/Parental/Caregiver Leave and the additional one week of paid time off. See HS 4.0 3.4.3.

6. A child was adopted by my House Staff six months after their training period start date. They took 120 hours of paid Additional Parental Leave. They then suffered a traumatic event and have been hospitalized for three months. Will these three months be paid?

No, not entirely. The House Staff would have been paid during the 120 hours of Additional Parental Leave (~3 weeks). After this, they receive their Regular Medical/Sick/Caregiver Leave (2-3 weeks depending on roll over) and then Annual Leave (3 weeks). Following this period, they are placed on Leave Without Pay (LWOP). However, they are eligible for continuation of health and disability insurance benefits for themselves and their eligible dependents. See HS 4.0 3.4.4. Programs must notify the GME office if a House Staff is being placed on LWOP. See HS 4.0 3.6.