

FAMILY MEDICAL LEAVE ACT OF 1993
GENERAL GUIDELINES FOR GENERAL SURGERY RESIDENTS

The Oregon Health & Science University Department of Surgery adheres to the Family Medical Leave Act of 1993, which requires covered employers to provide up to 12 weeks of unpaid, job-protected parental leave to eligible employees (see attached documents).

SPECIFIC DEPARTMENTS OF SURGERY GUIDELINES

When considering the issue of parental leave, the Oregon Health & Science University General Surgery training program must concurrently comply with the American Board of Surgery's requirements that residents in training complete 48 weeks service within an academic clinical year. Residents who choose to take over four weeks of time off for parental leave during a clinical year must also make immediate arrangements to extend the length of their residency to compensate for lost time training. Residents may choose to take all three yearly-allotted vacation weeks plus any accumulated sick leave time up to a total of 12 paid weeks to cover time off for parental leave.

In order to adjust for the resident's extended absences from the training program, residents should give the Department of Surgery as much advance notice as possible (but not less than 30 days written notice) of the expected delivery date and the starting of the intended parental leave. All conditions under #4 of the resident's annual contract shall apply to parental leave.

The Department of Surgery asks all residents to consider the unique responsibility of a surgery resident in training and asks residents to be supportive of one another with regard to parental leave and its impact upon residents as individuals and the residency program as a whole.

6/12/03