

EMPLOYMENT & BENEFITS

This information can be found on the ohsu website at the following link
<http://www.ohsu.edu/xd/education/schools/school-of-medicine/gme-cme/gme/programs/employment-terms.cfm>

EMPLOYEE BENEFITS

As one of Portland's premier employers, OHSU is committed to providing comprehensive, affordable and customizable benefits for our employees. Our total rewards package includes benefits that meet the essential health needs of employees and their families, help secure a strong financial future and enhance wellbeing.

Our benefits program gives employees the opportunity to choose the level of insurance coverage that best suits their unique needs and offers a variety of coverage options at reasonable cost to the employee. Additionally, we offer generous paid time off, many financial savings opportunities and those extra perks that make balancing work and personal life a little easier.

The primary benefit of working at OHSU, however, can't be measured in insurance coverage or vacation days. When you join OHSU, you join a team of dedicated caregivers, educators, researchers and administrative professionals who are working toward one goal: Improving the health and well-being of all Oregonians. Making that kind of a difference, in one life or a million, is often its own reward.

BENEFITS SUMMARY

OHSU residents and fellows are provided various plans from which to choose for medical, dental, vision, prescription and life insurances, with optional coverages including disability, AD&D and family coverage. OHSU pays for most of the costs of the monthly premium for employees and part of the costs of the monthly premium for spouses and children.

Residents and fellows will have **default benefits** on their first day physically working at OHSU – either the GME check-in appointment or program orientation. The default benefit plan covers the **individual resident/fellow only** with the OHSU PPO, Moda Dental and \$25,000 core life insurance. Residents and fellows will have the option to make changes to their benefit plans and add family members at their GME check-in session. Options include adding family members, changing medical, dental, and vision policies, adding accidental death and dismemberment coverage, increasing voluntary life insurance, and selecting short and long-term disability coverage.

Any changes made to benefits selections during the GME check-in appointment will take effect on that day. If family members are added that day, they will be covered effective the check in date. Detailed benefit information can be found at the following sites:

[OHSU Employee Benefits Overview](#)

SICK AND VACATION

Residents/fellows are eligible for three weeks of annual paid vacation. This vacation is not cumulative from year to year. All residents/fellows are entitled to three weeks with pay annually for absence from service due to illness, bodily injury, necessity for medical or dental care, or because of illness or death in the immediate family of the resident/fellow or the resident's/fellow's spouse. Sick leave is cumulative throughout the term of service of the resident/fellow.

FMLA/OFLA

IF A RESIDENT/FELLOW TAKES FMLA OR OFLA LEAVE, THE GME OFFICE MUST BE NOTIFIED IN ORDER TO ENSURE THAT ALL NECESSARY PAPERWORK IS COMPLETED. PLEASE CONTACT CLIFF COX AT 503-494-8652 OR COXCL@OHSU.EDU AS SOON AS YOU KNOW THAT YOU WILL BE TAKING LEAVE.

VISIT THE OHSU HUMAN RESOURCES PAGE FOR DETAILS ABOUT FMLA.

Employees may be eligible for a leave of absence for medical or family reasons under the Family and Medical Leave Act (FMLA) and the Oregon Family Leave Act (OFLA).

The Family and Medical Leave Act

The Family and Medical Leave Act of 1993 (FMLA) is a federal law designed to help preserve your job and benefits when you need time off from work to take care of a new child or deal with serious health situations involving your family or yourself. FMLA can help you be confident of your decisions as you balance family needs with your work schedule. You can take time off to attend to critical life events without losing your employment and health insurance coverage.

The Oregon Family Leave Act

In addition, the State of Oregon has the Oregon Family Leave Act (OFLA). In some cases OFLA does provide more time off than FMLA. As of January 1, 2016, OFLA provides job protection as well as continuation of your health benefits while on leave (similar to FMLA).

PARKING

Parking is limited on the university grounds. A space, however, is always assured for every resident/fellow who purchases parking. Parking is available at a reduced cost for residents/fellows and can be automatically deducted from paychecks before taxes are applied. Alternatively, TriMet passes for bus and light-rail services are provided at substantially reduced prices for residents/fellows.

HOUSING RESOURCES

OHSU does not provide living accommodations for residents/fellows or their families, although the office of Graduate Medical Education, as well as individual departments, may be able to provide helpful information regarding relocation and housing.

Please visit the Academic and Student Affairs website for an off-campus housing list.
<http://pub40.bravenet.com/classified/show.php?usernum=3382318336>

LIABILITY INSURANCE

Professional liability insurance is provided to residents/fellows through OHSU and covers all duties and acts performed within the scope of the training program.

A resident/fellow appointed through Graduate Medical Education is indemnified and defended by the university through the provision of the Oregon Tort Claims Act (ORS 30.260 through 30.300) when acting in the scope and course of his/her employment by the university. The coverage is maintained in such a manner as to create no tail exposure for any resident/fellow after they have completed their training program.

Contact Risk Management: 503-494-7189 or email

PRE-EMPLOYMENT DRUG SCREENING AND BACKGROUND CHECK

All OHSU employees with patient contact are required to pass a pre-employment drug screening, and all OHSU employees are required to pass a background check. The GME Office provides instruction about these screenings for all new residents/fellows.

PORTLAND VAMC REQUIREMENTS

OHSU has a close affiliation with the Portland Veterans Affairs Medical Center ("VA"), and most of our residents are required to complete rotations at the VA. The VA is a federal employer and requires all residents/fellows who rotate at the VA to sign an appointment agreement, take an oath of office administered by the VA, and be fingerprinted by the VA in order to obtain a VA ID badge.

Online Training

Residents/Fellows are required to complete the following online training programs: HIPAA, Respect at the University, The Competent Physician, Medicare Fraud Awareness and others as assigned. To complete the online training from an on-campus computer workstation, login to Compass. Those individuals rotating at the Portland VAMC also need to complete VA online modules.

SALARY

The salary levels for residents/fellows for the 2018 - 2019 academic year are listed below. The annual salary is dependent upon the level of postgraduate training the resident/fellow has completed within the United States.

Training Level	Salary
PGY1	\$57,600
PGY2	\$59,200
PGY3	\$62,000
PGY4	\$65,000
PGY5	\$66,900
PGY6	\$69,800
PGY7	\$73,500
PGY8	\$75,100