

University of Michigan
Department of Internal Medicine Residency Program

Frequently Asked Questions about Parental Leave

1. When should I contact someone about my planned leave?

In order to devise an optimal schedule for you and your colleagues, it is critical to discuss leave plans as far in advance as possible.

2. With whom should I speak?

Contact a Program Director *as soon as possible*.

3. How much time can I take off?

The standard minimum is six weeks per the HOA contract. Additional leave may be taken under the Family Medical Leave Act (FMLA) or personal leave, but will vary based on individual circumstances and should be discussed with a Program Director. Visit <http://www.med.umich.edu/medschool/hoa/HOA%20Contract.pdf> to view the HOA contract.

4. How long is paternity leave for new fathers?

Per the HOA contract, the standard minimum paternity leave is four days. In addition, three days of vacation time may be used to total seven days of leave. Additional leave may be taken under FMLA or personal leave, but will vary based on individual circumstances and should be discussed with a Program Director. *See HOA contract.*

5. Will I be paid during my maternity leave?

Yes. You will receive full salary and benefits for the six weeks of maternity leave provided by the HOA contract. If additional leave is taken (excluding vacation), salary and benefits will vary based on the type of leave of absence. *See the HOA contract for more information.*




6. How much training time will I have to make up for my maternity leave?

The ABIM permits up to one month per year of training for vacation, leave or illness (including maternity leave). Any time beyond this must be made up. The variables that determine the length of training extension are 1) total number of weeks of leave, and 2) how much of your vacation time (if any) you use for your leave. See figure 1 for examples of leave possibilities.

7. Can I use vacation time for my maternity leave?

Yes. You can use vacation time for maternity leave to decrease the amount of time required for make-up at the end of residency, but this is optional. Vacation time cannot be “banked up” from one academic year to the next per ABIM policy. See figure 1.

Figure 1. *Maternity leave possibilities include (but are not limited to) the following:*

6-weeks	8-weeks	12-weeks	KEY
HOA	HOA	HOA	 Up to 4 vacation weeks may be consecutively scheduled. No make-up required.
HOA	HOA	HOA	
HOA	HOA	HOA	
HOA	HOA	HOA	 Up to 6 weeks of paid leave per the HOA contract. Requires make-up.
Vacation	HOA	HOA	
Vacation	HOA	HOA	 Unpaid leave requiring make-up.
	Vacation	FMLA	
	Vacation	FMLA	
		FMLA	
		FMLA	
		FMLA	
		FMLA	
4 HOA + 2 vacation	6 HOA + 2 vacation	6 HOA + 6 FMLA	
4 weeks make-up required	6 weeks make-up required	12 weeks make-up required	

9. Can I begin fellowship training on time if make-up time is required at the end of residency?

No. We encourage residents to contact fellowship programs in advance to make appropriate arrangements.

10. How does my maternity leave affect my eligibility for the ABIM board exam in August?

Per ABIM policy, “To be admitted to the Certification Examination in Internal Medicine, physicians must have completed by August 31 of the year of examination 36 months of graduate medical education.” Thus, if your leave of absence extends training beyond August 31, you would not be eligible to take boards in that calendar year.

11. Will I be paid for my make-up time?

Yes. Salary and benefits will be provided during extended training per the HOA contract.

12. What resources are available to help me prepare to return to work?

A) Childcare

“The University of Michigan Work/Life Resource Center (WLRC) exists to help the University of Michigan provide faculty and staff with an environment supportive of, and sensitive to, the healthy integration of work life and personal

life. We understand that you can contribute your best efforts to the University when you are able to address the goals and obligations of your personal life; and when you can balance your family's care with the other facets of your life. Our programs and services are designed to help you reach this balance.”

The WLRC can assist with:

- Locating child care
- Locating elder/dependent care
- Locating emergency, back-up child care (Kids Kare at Home)
- Balancing work and personal responsibilities
- Creating flexible work schedules
- Expectant Parents’ Resource Program
- Questions about maternity leaves

To learn more about this resource, visit <http://www.umich.edu/~hrra/worklife/>

B) Breast Pumping

We are fully supportive of our working/breastfeeding mothers. Residents who continue breastfeeding after returning to work and want to breast pump can use the breast pumping stations in the hospital, a portable pump, or both. There are many places in the hospital and on the medical campus for pumping which are listed at <http://www.med.umich.edu/obgyn/lactation/breastpump.htm>