

Annual Leave: Residents/Fellows are allowed three weeks of Annual Leave, including days during the Christmas/New Year's season, given approval of the Program Director & coverage for patients. A vacation week should include five work days plus at least one weekend before or after the week off. Some programs might offer additional vacation, especially at the senior level, given board certification requirements. Residents/Fellows may not be paid for unused vacation at the end of each year.

Sick Leave: Residents/Fellows are allowed up to 21 sick days per year; three working weeks (15 weekdays) with six additional weekend days. However, these cannot be carried over from year to year. The Program Director may request a physician's statement for periods of sick leave. Residents/Fellows may not be paid for unused sick leave at the end of the year. It is the responsibility of the Program Director to verify the effect of any absence from training will have on the Resident's ability to finish on time & meet RRC & Board eligibility requirements. All training extensions necessary to meet board eligibility are paid with full benefits. Board certification eligibility information should be provided to Residents by each program & can also be accessed through the specialty board's website & the website of the American Board of Medical Specialties: <http://www.abms.org>.

Parental Leave: Parental leave is available for birth or adoption of a child or foster care placement, per state & federal FMLA provisions for trainees employed for 12 months or more. All available sick & vacation days up to a maximum of 6 paid weeks' duration may be used. With prior approval, additional unpaid maternity/paternity leave may be granted by the Program Director. Extended leave due to complications may be covered under the Resident's/Fellow's disability policy after the 90-day waiting period. For trainees not employed for 12 months, mothers & fathers may be granted all paid leave available & additional leave at the discretion of the Program Director. The Federal Medical Leave Act provides for 12 consecutive weeks off (not all with pay but with benefits continuing), but the Tennessee Parental Leave Act provides up to 16 consecutive weeks off (again, not all with pay but with benefits continuing).

One-Time Family Medical Leave: Effective July 1, 2023, in accordance with ACGME requirements changed in 2022, **each Resident** are eligible to have an additional 6 wks (42 consecutive calendar days) of Paid Family Medical Leave once during their training program. This additional paid leave is in addition to the regular paid Annual & Sick Leave provided for UT Residents. This paid Family Medical Leave must be used prior to regular GME Paid Annual & Sick Leave & in its consecutive entirety in one block or in block increments during the same academic year given approval by the Program Director & DIO. This paid leave is available for mother or father for birth or adoption of a child. Additional Paid Annual & Sick Leave may be added to this 6-week benefit. The leave must be used immediately following the birth or adoption of the child unless both parents are Residents. Please refer to the GME Leave Policies for specifics.

Full-Time, Onsite Licensed Counselor: A dedicated Full-Time Counselor is available near the GME Office. Residents & Fellows are not charged for confidential counseling with the GME Counselor.

Immunity from Professional Liability: As employees of the State of Tennessee, Residents/Fellows are protected against suits for malpractice via the Tennessee Claims Commission Act. They have immunity from professional liability. The State is self-insured so there is no insurance carrier; however, coverage is similar to that of a standard malpractice insurance policy.

Health, Dental & Vision Insurance: The University of Tennessee provides health, hospitalization, dental & vision insurance coverage for Residents & Fellows. The University pays 80 percent of monthly insurance premiums. Residents & Fellows may elect Individual, Employee & Spouse, Employee & Dependent Children, or Family Coverage, depending upon the family situation.

Disability Insurance: The University provides long-term disability insurance coverage. Actual premiums vary depending upon the trainee's birthdate. Currently, the basic policy guarantees tax-free, monthly income of \$1,500 after a three-month waiting period is met. Residents/Fellows can elect additional income guarantee amounts (\$2,500, \$4,000, or \$5,000 per month) with higher premiums. To offset the cost of the basic long-term disability coverage (\$1,500 per month), the University adds \$55 each month to the base approved stipend scale. This \$55 is also intended to offset the cost of basic life insurance (below) program in which each Resident/Fellow must participate. Residents/Fellows cannot drop basic LTD coverage.

Life Insurance: A basic life insurance policy is also provided as part of the resident/faculty insurance package. The current policy provides a \$100,000 benefit (monthly premiums under \$5).

Call Quarters: Although living quarters are not provided for Residents/Fellows, Erlanger provides call quarters, lounge facilities stocked with refreshments in the evenings, & lockers.

Professional Development: Departments have some funds available for professional development at the discretion of the Chair & Program Director. Opportunities are available for research, patient, & quality improvement. Annual reimbursement amounts may vary by department & PGY levels.

Call Meals: Funding for call meals at the primary affiliated clinical site via swipe meal cards. These funds are not counted as taxable income. Snacks ordered by the department of each call/work area & frozen meals are available when the Cafeteria is not open.

Other Benefits:

- Orientation & GME Electronic Communication Stipend (\$950 total) for attending required sessions in June & onboarding documentation before training begins (added to the first paycheck)
- Discounted software downloads through the University for personal computers & devices (e.g., Adobe Acrobat DC, Microsoft Office, Office 365 Web Apps, Office 365 ProPlus, & SPSS)
- Parking at no charge in the Erlanger parking garage
- White, monogrammed lab coats at no charge each year
- On-site child care at the hospital (E-Kids) on a space-available basis & at a discounted rate equivalent to Erlanger employees
- HIPAA compliant texting for patient care at no cost to trainees through EPIC Secure Chat
- Medical Library access including electronic resources such as Up-to-Date & Visual Dx
- Copying privileges for educational materials at no charge in the UT Erlanger Medical Library
- Access to all electronic databases via the UT Health Science Center Library (in Memphis)
- Access to a screening tool (Well-Being Index) to assess risk of stress, burnout, etc., at no charge.
- Life Bridge Chattanooga Program for free, confidential access to limited counseling
- Resident Assistance Program for Residents/Fellows, & anyone living in the household with the trainee
- AIRS Program – An Aid to Impaired Residents Program offers intervention & assistance to Residents/Fellows who admit impairment & comply with recommended treatment. Given compliance with treatment guidelines, every effort is made to allow a resident or fellow to continue residency training & benefits.
- Exercise room on-site within the main Erlanger Campus at no charge
- Quarterly Resident/Fellow Town Hall Sessions to ensure discussion of concerns with leadership
- Resident Advisory Board with input in developing institutional & program well-being programs
- Discounted fees for gyms & various workout facilities throughout Chattanooga (not payroll deducted) as well as discounts as UT employees with cell phone carriers (e.g., Verizon & AT&T)
- University of Tennessee at Chattanooga Aquatic & Recreation Center (ARC) membership for \$20 per month plus a one-time \$10 fee
- Funding available via departments for Residents & Fellows to present their research & scholarly projects at regional & national conferences

