

## **UCI Internal Medicine Residency Training Program Information Sheet for Pregnant Residents**

Pregnancy and residency are both demanding times, but our goal is to strive to prevent the rigor of residency from affecting the most positive possible outcome of your pregnancy. To that end we have put together this information to help guide you through this process.

**First and foremost, we strongly encourage you to plan to take a minimum of 6 weeks off following delivery, and up to 8 weeks if possible.**

UC does not provide paid maternity or paternity leave. Once you have been with the program for 12 months, you do have 12 weeks of unpaid leave provided under the Family Medical Leave Act that may be used for maternity leave. You can use vacation time and two weeks of self-study project time for this purpose. You may also be entitled to disability leave under some circumstances. You also have 8 days of sick leave per year.

In order to achieve the appropriate schedules and support, meet with chief resident responsible for scheduling immediately to review your options. In most cases we can provide a schedule that will still allow you to graduate on time. However, this may not always be possible. We will evaluate each situation based upon its own circumstances.

**Here are the folks you should meet with immediately to plan for the coming months.**

**Norma Hardgrove**, Program Coordinator (714) 456-5691

**Brett Provence**, Chief Resident responsible for scheduling, available by pager.

**Sheetal Desai**, Faculty Mentor for the Wellness Program and Pregnancy Related Advising. Available by pager. Dr. Yamarik will meet with you and also assign a resident mentor for support and advice.

**Mary Elizarraras**, HR Director for Graduate Medical Education who can advise you on health insurance and leave issues. (714) 456-3526

Please feel free to set an appointment with Dr. Rucker as well if you have questions, and be sure to inform your faculty mentor from your continuity clinic.

A copy of the Program's formal Maternity Leave Policy is on the back of this sheet.

## **Maternity Leave Policy**

The University does not provide paid maternity or paternity leave. The Program will endeavor to arrange the house officer's vacation to occur at a time convenient to the birth of the house officer's child. A mother may take long term disability after the initial 30-day waiting period for pregnancy related health concerns. House officers may take unpaid leave in accordance with the terms of the Family Medical Leave Act, as stated below. In order to be eligible for Family Medical Leave related to the birth of a child, the house officer must have been employed by the Program for at least 12 months.

Residents may use in addition the 8 sick days available to them during any academic year.

The house officer who becomes pregnant is responsible to notify the Program Coordinator and Program Director. At the time that resident notifies the Program Coordinator at (714) 456-5691 of her pregnancy, the Coordinator will arrange for the house officer to meet with

1. The chief resident responsible for schedules to review her schedule
2. The Human Resources representative for house officers to review options for time off, health care options (including registering the newborn for insurance), disability options, and salary options.
3. The Health and Wellness Faculty Advisor
4. A peer counselor

**The program strongly encourages residents to take a minimum of 6 to 8 weeks time off using cumulative vacation or leave before returning to work after the delivery.**

While we acknowledge their right to return to work when they and their personal physicians feel they are fit for duty, we believe strongly that new mothers should take a minimum of 6 weeks time off for the benefit of their own health and the wellbeing of their newborn.

The program will endeavor to ensure that residents graduate on time or are able to begin fellowship programs on time. This may not be possible in all cases, given ACGME and ABIM requirements for completion of residency training in Internal Medicine. We will also arrange schedules for light duty upon their initial return.