



RESIDENT AGREEMENT: ATTACHMENT A

Department of Human Resources and CIR Collective Bargaining Agreement
BENEFITS SUMMARY for RESIDENTS
(Revised July 2023)

PAID VACATION: Twenty (20) days per contract year based on a twelve (12) month period

PAID HOLIDAYS:	New Year's Day	Independence Day
	Martin Luther King's Birthday	Labor Day
	President's Day	First Day of Rosh Hashanah
	First Day of Passover	Yom Kippur
	Memorial Day	Thanksgiving Day
	Juneteenth	Christmas Day

If you are scheduled to work six (6) hours or more on a holiday you will either: within 120 days a) receive another day off in place of the holiday, or b) you will receive an extra day's pay. (This is up to the discretion of the PD - Hospital)

PERSONAL DAY: You are entitled to one (1) personal day, effective on first day of employment which may be taken within the calendar year it is accrued and in accordance with departmental policy.

SICK DAYS: Effective the first day of employment and on each annual anniversary date thereafter, you will be credited with twelve (12) sick days that will roll over up to a maximum of forty-eight (48) days. The amount of sick leave, leave of absence, or disability time that will necessitate prolonging the training time for the Resident shall be determined by the Program Director and the requirements of the pertinent RRC and/or certifying Board.

LEAVES OF ABSENCE We provide residents/Fellows with six (6) weeks of approved medical, parental, and caregiver leave (s) of absence for qualifying reasons that are consistent with applicable laws at least once and at any time during an ACGME-accredited program. This fully paid, 6 week leave will be available to Residents/Fellows upon the commencement of their training. Please refer to the full policy ACDM AFFAIRS 028.

BEREAVEMENT: You are entitled to the following: (a) maximum of five (5) paid working days in the event of the death of his/her parents, spouse, domestic partner, child, brother, sister or other immediate family member; b) maximum of three (3) paid working days in the event of the death of his/her grandparent.

JURY DUTY: If you are summoned to serve as a juror, you will be paid your regular rate of pay for all workdays served at jury duty. Appropriate proof of service from the applicable court must be submitted to the Program Director and the Payroll Department.

MEDICAL EDUCATION: You are eligible to receive up to \$1250.00 reimbursement each year towards the costs incurred for your professional education and in accordance with the plan document entitled Voluntary Hospitals House Staff benefits Plan of the Committee of Interns and Residents (VHHSBP)

VHHSBP PATIENT SAFETY EDUCATION AND TRAINING SCHOLARSHIPS:

VHHSBP will be providing scholarships for eligible covered employees to access approved Quality Initiatives and Patient Safety sponsored programs available in the US. Participants will be eligible to receive benefits of up to \$3,000 per residency year to cover the expenses related to registration, travel, and tuition.

TAX DEFERRED ANNUITY:

You are eligible to participate in the Medical Center's 403(b) Tax Sheltered Annuity Plan. You may make pre-tax and/or post-tax voluntary contributions via payroll deductions. If you are under age 50, the maximum employee contribution is \$23,000 for 2024. If you are age 50 or over, you may contribute a maximum of \$30,500.

MEDICAL CARE:

A comprehensive medical care plan is provided through the *Empire Blue Cross/Blue Shield POS Plan*. This plan provides Hospitalization and Major Medical Benefits. You can take advantage of in-network Empire providers or the freedom to go to doctors outside of the network (a deductible applies). If you start working and go on your employer's payroll between the 1st of the month and the 15th of the month you will become eligible for benefits on the day you commence working. If you start working and go on your employer's payroll between the 16th of the month and the last day of the month and contributions are required to be made to this Plan on your behalf, you will become eligible for benefits on the first of the following month.

DENTAL CARE:

Dental benefits are provided through *Guardian*. You may select either the security of the *Managed Dental Guard (MDG)* plan with its contained, predictable and low costs, or the freedom of a *DGP/PPO* Dental option with higher out-of-pocket costs. If you start working and go on your employer's payroll between the 1st of the month and the 15th of the month you will become eligible for benefits on the day you commence working. If you start working and go on your employer's payroll between the 16th of the month and the last day of the month and contributions are required to be made to this Plan on your behalf, you will become eligible for benefits on the first of the following month.

VISION PLAN:

Vision benefits are provided by *Davis Vision*. The plan provides free eye exams and lenses every year, and free frames every other year. Contact lenses and fittings are covered every year.

PHARMACY SERVICES:

Prescription benefits are provided by *Express Scripts (ESI)*. Co-payments for up to a 30-day supply are as follows:
Generic: \$5.00; Preferred Brand: \$15.00; Name Brand: \$30.00.
The co-payment for a 3-month mail order supply for maintenance drugs is twice the 30-dy co-payment. Step Therapy, Prior Authorizations and Quantity Limits apply to certain medications.

FLEXIBLE SPENDING ACCOUNT:

You may defer pre-tax dollars via payroll deductions in order to pay for certain eligible healthcare or dependent care expenses by enrolling in a Healthcare FSA and/or Dependent Care FSA. Please contact the Human Resources Benefits Division if you are interested in additional information about the FSAs.

WORKERS COMPENSATION (provided by Corvel):

You are insured for Worker's Compensation benefits which provides for both (1) the payment of temporary cash benefits to replace, in part, lost wages and (2) the payment for all necessary medical care when you are disabled and unable to work due to an **ON-THE-JOB INJURY OR ILLNESS**. Coverage is in effect from date of employment.

SHORT TERM DISABILITY:

Employees hired to work 20 or more hours per week are provided with Group Short Term Disability Insurance through the CIR Benefits Plan-Standard Security. Short term coverage begins on the eighth day of your illness and extends for 26 weeks. It is paid on the basis of 60% of your basic weekly salary up to \$692 per week. Only Participants are eligible for this benefit.

- LONG TERM DISABILITY:** If you are hired to work 20 or more hours per week, you are eligible for Group Long Term Disability Insurance through *Guardian*. Coverage begins in the 26th week of disability. Long Term Disability is paid at 60% of your prior basic monthly earnings up to a maximum of \$3,500 per month.
- LIFE INSURANCE:** If you are hired to work 20 or more hours per week, you are eligible for Group Life Insurance through *Guardian* equaling \$125,000 for you, \$20,000 for your spouse or your same sex or opposite sex domestic partner (if registered with VHHSBP). Additionally, you are eligible for up to \$50,000 in accidental dismemberment coverage.
- LEGAL SERVICES:** Free legal services for eligible participants and eligible family members for medical licensure, immigration, landlord tenant problems, family matters, consumer protection, wills, powers of attorney, estate matters, bankruptcy, credit rating, name changes, unemployment benefits, document review and criminal matters (limited coverage).
- CONFIDENTIAL SUPPORT SERVICES:** Residents are provided with free psychological and counseling support.
- VOLUNTARY BENEFITS:** Voluntary Benefits Program information is available on the Intranet under *Human Resources>Benefits*.
- MEAL STIPEND:** Residents on Maimonides Payroll are provided with a Meal Card which will be frontloaded with \$1,100.00 for the year. The cards may be used at the Maimonides Cafeteria and several outside vendors.
- PARKING:** All House Staff who use the parking garage shall receive 12 parking vouchers per month. Housestaff are asked to register for the benefit through a CIR Parking Link provided by Academic Affairs. The vouchers will be available through the departmental coordinator on the 1st of each month. Security will provide swipe cards for any House Staff that register for the Monthly parking benefit on their hospital ID and at a rate discounted by the value of the 12 parking vouchers.
- LAUNDRY SERVICES:** Residents are provided with free laundry services for lab coats and scrub cloths.

The content of this Benefits Summary is subject to change without notice. Your benefits are based on the terms of the collective bargaining agreement. You will receive additional benefits information during your new hire orientation. If you have a specific concern or question, please contact your Recruiter or Benefits Coordinator.