

Resident Financial Support and Benefit Policy

Graduate Medical Education Committee — Policies and Procedures

Provisions

1. **Status.** Residents are Clinical Assistants, a job classification subject to the provisions of the University Handbook for Appointed Personnel, Chapter 4, and ABOR Policy 6-301. Appointments in the College of Medicine are year-to-year, and subject to annual renewal.
2. **Health and Disability Insurance.** Residents are given the opportunity to select health, dental and vision insurance plans at a minimal cost.
3. **Holidays.** The University observes ten (10) paid holidays per year. The six (6) designated holidays are as follows: Independence Day, Labor Day, Thanksgiving, Christmas, New Year's Day, and Memorial Day. Residents who can not be excused from their duties on a designated holiday or on one of the four (4) floating holidays will be granted another day off at a time mutually agreed upon by the resident and the program director.
4. **Leave of Absence.** There is no specific limit to leave, provided the total of leave days does not interfere with board certification requirements. Paid leave shall be all accumulated vacation and sick days. All requests are to be made to the program director and forwarded to the GME Office.
5. **Malpractice Insurance.** Any claims arising out of activities occurring during a resident's tenure at the College of Medicine and within the course and scope of his/her duties shall be covered by Arizona State Risk Management pursuant to A.R.S. § 41-621, and/or in conjunction with any joint risk allocation agreement(s) between the University of Arizona and other entities.
6. **Meals.** Meals are provided to residents who are assigned over-night call duties.
7. **Parking.** Free parking is available to all residents.
8. **Salary support.** As the sponsoring institution, it is the responsibility of the GMEC or their designee, to assure that all residents at similar levels of experience and training receive comparable levels of financial support. The current salary schedule is attached.
9. **Sick Leave.** Residents shall accrue one (1) day per month of sick leave. No accumulated sick leave compensation shall be paid to residents upon completion of the training program.
10. **Vacation.** The University provides twenty-two (22) working days per year as vacation. Accrued vacation time must be used during the 12-month appointment and shall not be carried forward to subsequent contract years.
11. **Uniforms.** Residents are provided an allowance of \$100.00 for the purchase of lab coats. Laundry services or reimbursement for laundry services is not provided.

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