

SECTION 3 – RESIDENT FINANCIAL SUPPORT AND BENEFITS

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**THE
UNIVERSITY OF
ILLINOIS
COLLEGE
OF MEDICINE**
ROCKFORD CHICAGO PEORIA URBANA



**SALARY RATES
OFFICE OF GRADUATE MEDICAL EDUCATION
2017-2018 RESIDENT COMPENSATION RATES**

Post graduate trainees stipends for the academic year of 2016-2017 are as follows:

R1	\$53,000
R2	\$55,000
R3	\$57,000
R4/Fellow	\$59,000
Chief Resident	\$59,000

Resident benefits include:

- Free access to all University of Illinois library resources
- Life insurance – 1x salary, with option to purchase additional term life coverage for spouse and children
- Disability insurance
- Health insurance – 100% of the premium paid by residency for residents and dependents
- Dental insurance – 100% of the premium paid by residency for residents and dependents
- Vision insurance
- Tax-deferred voluntary savings plan
- Family leave
- Professional liability insurance coverage related to residency program duties
- Paid permanent license for residents
- Paid federal controlled substance registration
- Sixteen days of paid vacation plus five paid sick days per year
- Five additional days per year available for conference attendance
- Medical library with free photocopy privileges
- Hospital call rooms provided
- Opportunity for Certificate in Public Health

Other resident benefits determined by the program may include the following:

- Relocation allowance of \$1,500 for R1
- Portable computer provided for each resident
- Meals provided when on duty in the hospital
- Lab coats and laundry service
- Membership at the YMCA for resident and family
- Subsidized on-site child care
- Paid certification courses in CPR, ALSO, NRP, PALS, ACLS and ATLS
- CME funding per year available for conference attendance, medical books or software
 - \$700 (R1)
 - \$1200 (R2/R3)
- Annual Retreat
- Night float system

Outside employment (Moonlighting) is permissible with the consent of the program director. Residents must first obtain an Illinois or Wisconsin permanent license.

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PAYROLL

Residents are paid the current rate for the PG level set in their agreements. When the University authorizes increases to the resident stipend schedule, residents are automatically paid the new stipend, regardless of the amount stated in their agreements.

The University of Illinois pays residents on the 16th of each month. When the 16th falls on a weekend or holiday, the checks are issued on the previous working day. Residents are requested to sign up for payroll direct deposit to their banks, which eliminates the need to physically pick up paychecks monthly.

On occasion, the Payroll Office will issue separate checks for such items as lump sum payments and retroactive adjustments. These checks will be issued with the non-academic payroll, which has a different schedule.

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LEAVE AND TIME OFF POLICIES

The following is a guide to benefits specific to the residency. These benefits and policies have been developed to best address the needs of the resident physician. They are encouraged to participate in informational sessions offered through our Human Resources office for all University employees.

Residents/Fellows annual and business leave must be coordinated with rotation assignments, call, and leave time available. "Request for Time Away from Residency Program" forms may be obtained from the Program Coordinator residency office and must be completed in its entirety and returned to the residency office a minimum of six (6) weeks in advance. Based upon specialty board requirements, individual program leave policies may be more restrictive than the following GME policies. Approval signatures are required.

ANNUAL LEAVE

Residents paid annual leave of sixteen (16) days may be given per twelve (12) month period. Annual leave must be used for any time away from the program not specifically covered by other leave benefits listed. Residents may take not more than five (5) rotation days of leave (i.e. vacation or CME in any combination) during any four (4) week curriculum block to ensure that the curriculum requirements of the rotation are met. Annual leave is non-cumulative from year to year for residents. Annual leave or leave without pay is granted at the discretion of the Program Director and must be approved, in writing, by the Program Director (or his/her designee) in advance. Residents terminating before the end of their training year will be paid only through their final active working day and will not be paid for unused annual leave.

SICK LEAVE

Each resident is allowed up to five (5) days absence due to illness or emergency. A physician's statement of illness or injury may be required for an excessive number of days throughout the year. Sick leave is non-cumulative from year to year for residents. Residents are not paid for unused sick leave. A resident may be required to make up any time missed in accordance with the Residency Program and board eligibility requirements.

FAMILY AND MEDICAL LEAVE (FMLA)

Residents who have been employed for at least 12 months and have worked at least 1,250 hours during the previous 12 month period are eligible for qualified family and medical leave under provisions of the federal Family Medical Leave Act (FMLA). FMLA provides eligible employees up to 12 weeks of protected unpaid leave for the birth or adoption of a child or a serious health condition affecting the employee or his or her spouse; child or parent. Residents are required to use all available sick and annual leave days to be paid during FML leave.

Except in the case of emergency, all maternity, parental or adoptive leave should be requested at least three (3) months in advance of the expected date of birth or adoption in order to ensure adequate coverage in the program. The Program Director and resident should verify whether the length of leave will require extending training in order to meet program or board eligibility criteria.

UICOMR Human Resources office has administrative oversight for the FMLA program.

The Program Coordinator or Program Director should notify HR when it appears a resident may qualify for FMLA leave. HR will coordinate with GME and the Program Coordinator or Program Director to approve or disapprove a resident's request for FMLA leave.

EDUCATIONAL LEAVE

Educational leave is granted by the Program Director and consists of five (5) CME days per year. Available CME days and funding may be revoked due to low conference attendance. A request for CME, completed registration form, and a time away request form must be submitted for approval. Once all forms are completed please submit to the Program Coordinator in the Residency Office.

HOLIDAYS

The University of Illinois College of Medicine Rockford determines the designated holidays. The chief resident determines all service coverage for the holidays. For inpatient rotations, Christmas Eve is not considered a holiday. Residents will need to come in and perform rounds however; they may leave when duties are complete.

BEREAVEMENT LEAVE

Employees are granted **three days** of paid leave for immediate family members, which include:

- Father
- Mother
- Sister
- Brother
- Spouse
- Registered same-sex domestic partner
- Child, including child of a registered same-sex domestic partner (if unborn, gestational age must be 20 or more weeks)
- Grandparent
- Grandchild, including grandchild of a registered same-sex domestic partner
- Biological, adopted, foster, legal ward, step or *in loco parentis* relationship
- In-law (grandmother-, grandfather-, mother-, father-, brother-, sister-, son-, and daughter-in-law), including a relative of a registered same-sex domestic partner (grandmother, grandfather, mother, father, brother, sister, son, and daughter)
- Member of the employee's household

Employees are granted **one day** of paid leave for a relative other than the above who is not a member of the employee's household - aunt, uncle, niece, nephew, or cousin of the employee. (Such relatives are regarded as members of the immediate family only if in residence in the employee's household.)

A designated supervisor may grant a leave to an employee who cannot, because of special circumstances, return to work at the completion of the allowable funeral leave days. Such leave will be taken without pay or accrued vacation time may be used.

While on bereavement leave, employees continue to receive the same State and University benefits as when actively working. All State-paid contributions continue.

JURY DUTY

Employees are granted leave with pay to satisfy jury duty obligations within their civic jurisdiction.

Employees shall request jury duty leave from their appropriate supervisor. Employees are expected to report to work whenever their services are not required by the court during their normally scheduled workday and call their supervisors for report-to-work instructions unless earlier arrangements were approved.

For academic employees, arrangements for jury duty leave are made between the department head and the employee.

While on leave for jury duty, employees continue to receive the same State and University benefits as when actively working. All State-paid contributions continue.

Employees are granted jury duty leave with pay at the employee's regular rate for non-overtime scheduled hours for the duration of jury duty.

Academic employees are granted jury duty leave with pay for the duration of the jury duty.

All employees may retain funds paid to them in compensation for such duty.

TIME OFF TO VOTE

The University encourages all employees to vote in local, state, and national elections and provides residents and fellows who are registered voters, reasonable time off to vote in an election held in their local municipality. Residents may receive time off without loss of pay, not to exceed three (3) hours between the opening and closing of polls if the request is made to their Program Director before noon the day prior to the election. Each program may specify the hours during which the resident may be absent.

Residents are strongly encouraged to vote during non-working hours. If the polls open three (3) hours or more before the resident's work schedule begins or if the polls close three (3) or more hours after the resident's work schedule ends, the resident may not receive time off to vote.

MILITARY LEAVE

Leave will be granted consistent with applicable law and University policy.

EXTENDED ABSENCE FROM PROGRAM

Any permissible leaves of absence, if excessive, may prevent a resident/fellow from fulfilling his/her training responsibilities. This may lead to the necessity to extend training beyond the final year in order to make up training time. The specialty certifying boards (i.e. ABFM) have limits on the duration of absence from training that may not be exceeded if the individual is to be eligible to sit for the certifying

examination. In the event there is no certifying board restriction in the duration of absence, a resident/fellow may be required to extend training if total leave for any reason in any one training year exceeds that allotted to vacation, education, and sick leave and if the program director decides that this has resulted in the resident missing essential training. In that event, the Program Director must file a plan for training extension with the Graduate Medical Education Committee (GMEC). During the extension of training, a resident/fellow will receive the regular stipend and benefits except vacation time will not accrue.

Note:

- Residency/Fellow positions will be protected for individuals on approved Family Medical Leave
- An unpaid leave of absence may affect a resident's visa status

It is the responsibility of the Program Director to be knowledgeable of the specialty board's rules and to inform residents/fellows of limits, if any, in allowable absences. If there is a resident or fellow who require an extension of training in an ACGME-accredited program, the Program Director must inform the RRC of the implications regarding the total complement of trainees.

Residents are required to know and understand the ABFM and ACGME policies which apply to their training. A copy of the policy is available in the Program Director's office and found at:

<https://www.theabfm.org/cert/absence.aspx>.

Failure to comply with leave policies, including obtaining written prior approval, may result in leave without pay.

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INSURANCE BENEFITS

At the University of Illinois College of Medicine Rockford, each resident receives comprehensive health coverage that includes dental care unless they are working under a J-1 visa. Individual coverage is free or subject to a nominal monthly charge.

Residents may elect to cover immediate family members. While the university charges for family coverage through payroll deduction, the university will adjust the resident's stipend to cover the cost of family health insurance premiums. Specific health insurance coverage details can be found in the benefit handbook from the human resources office.

State regulations prohibit the university from providing insurance coverage to J-1 visa holders until specific length of service requirements are met.

PROFESSIONAL LIABILITY INSURANCE

The University of Illinois College of Medicine Rockford shall maintain professional liability insurance coverage on all current residents/fellows. The professional liability insurance will protect residents/fellows from any exposure to liability arising from performance within the scope of the residency program. This insurance cannot be converted for a departing resident/fellow.

The professional liability insurance does not protect the resident/fellow when engaged in professional activities outside the University of Illinois College of Medicine Rockford training program. In the event prior written permission is obtained from the Program Director to engage in professional activities outside the universities program, it is responsibility of each resident/fellow to maintain separate professional liability insurance.

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WORKERS COMPENSATION

PURPOSE

To communicate University policy regarding the payment of Workers' Compensation Benefits for employees incurring work-related accidental injury or occupational disease; to identify eligibility requirements for receipt of Workers' Compensation Benefits; to establish responsibility and authority of UIC personnel in the provision and monitoring of these benefits; and to insure compliance with the Illinois Workers' Compensation Act and the Illinois Occupational Disease Act.

POLICY

The University provides benefits under the Illinois Workers' Compensation Act and the Illinois Occupational Disease Act for an employee who suffers an accidental injury or a disabling occupational disease arising out of, and in the course of, the employee's employment by the University. An employee who fails to give the employer notice of an on-the-job injury or disablement may be denied the benefits otherwise available to the employee under these two Acts. Notice of accident must be given to the employer as soon as practical, but not later than 45 days after an accident. In any case, other than one in which the injury was caused by exposure to radiological materials or equipment, the statute of limitations will expire within three years after the accident where no compensation has been paid or within two years after the date of the last compensation payment, whichever is later. A University committee on accident compensation has been created by the University to implement this policy. Questions concerning the status of a claim shall be directed to the Claims Management Office. While receiving income benefits under Workers' Compensation, an employee's years of service, vacation, and sick leave earnings are computed as if the employee were in pay status. Within thirty (30) days of receiving notice of amounts restored upon return, an employee may appeal the calculations.

ACCOMMODATION FOR DISABILITIES

In accordance with University of Illinois College of Medicine Policy HR0100, Equal Employment Opportunity and Affirmative Action, reasonable accommodations will be made for otherwise qualified disabled veterans and persons with disabilities. This policy applies to Post Graduate Trainees with disabilities. The University of Illinois College of Medicine Rockford is required to comply with the American with Disabilities Act and Section 504 of the Rehabilitation Act of 1973 and is committed to providing a campus which is accessible to everyone.

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