

## **ADOPTION/MATERNITY/PATERNITY LEAVE POLICY FOR PULMONARY, CRITICAL CARE MEDICINE FELLOWS**

We support the ACP position paper regarding parental leave, which is as follows:

**Position 1** – That all medical institutions should be supportive of residents during pregnancy and postpartum periods and should foster the health care of the parent and child.

**Position 2** – All training programs should develop appropriate and written policies on parental leave.

**Position 3** – Policies on parental leave should be flexible in setting the length of leave to accommodate the individual needs of each family. However, residency programs should develop strategies for parental leave that minimize resultant burdens on colleagues.

### **LEAVE POLICY**

#### **Family Medical Leave**

Any leave required for adoption, maternity, or paternity will follow the University of Nebraska Family Leave Policy, which provides for up to 12 weeks of unpaid job protected leave for certain family and medical reasons. Certain kinds of paid leave may be substituted for unpaid leave. The fellow should contact the administrator, Carolyn Nussrallah to ensure all the proper forms are completed.

#### **Leave Notification**

As soon as an approximate due date or adoption date is known, please contact Sheryl Latenser at the VA, 995-3817 or 943-5515 so that your clinics can be cancelled around the expected date.

#### **Maternity Leave**

The mother may take up to six weeks off for an uncomplicated pregnancy. The mother should consider that the program requires no less than 141 weeks total training in 3-years (avg. 47 weeks/year). If vacation time, meeting time, sick leave, and parental leave total more than 15-weeks in 3-years, the fellow will be expected to make up time. Therefore, fellows who become pregnant, or are planning a pregnancy, should plan vacations, etc., accordingly.

#### **Paternity Leave**

Fellows are allowed 1-week for paternity leave, and this time is charged to sick leave.

#### **Adoption Leave**

The adoptive mother may take up to six weeks and the adoptive father may take up to one week off for parental leave, following adoption.

The mother should consider that the program requires no less than 141 weeks total training in 3-years (avg. 47 weeks/year). If vacation time, meeting time, sick leave, and parental leave total more than 15-weeks in 3-years, the fellow will be expected to make up time.