

The logo for the University of Florida, consisting of the letters 'UF' in white on an orange square background.

UF

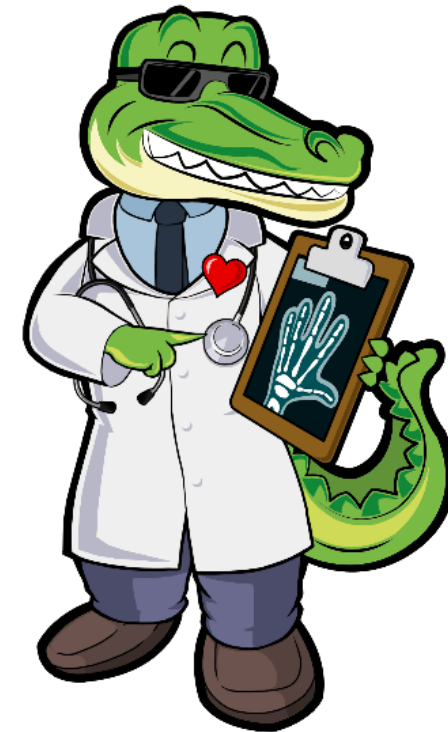
Housestaff Leave Overview

College of Medicine
Human Resources Team



Overview

- Policy
- Family and Medical Leave Act Overview
- Request Process for Extended Leave of Absence
- Contact Information
- Questions & Answers



Time Away From Training Policy

The policy is available online:

<https://gme.med.ufl.edu/wordpress/files/2021/04/GME-403-Leave-from-Training.pdf>

Appendix A – Summary of Leave Allocations Per Contract Year for UF COM Housestaff

Leave Category	Type	Allowance
Vacation	Planned	Up to 15 days
Sick	Planned or Unplanned	Up to 10 days
Parental/Medical	Planned or Unplanned	Up to 20
Professional Development	Planned	Varies by program, typically 5 days
Bereavement	Unplanned	Up to 2 days
Domestic Violence	Planned or Unplanned	Up to 3 days
Jury	Planned	As ordered
Military	Planned or Unplanned	As ordered
Extended Leave (unpaid)	Planned or Unplanned	Up to 6 months

If it is determined that training experience necessary to satisfy American Board requirements is lacking and the resident must gain such experience, the pay status of the time spent in making up training will be determined prior to commencement of the make-up activity.

Family and Medical Leave Act Overview

WHAT IS FMLA?

The Family and Medical Leave Act (FMLA) entitles eligible employees to take **unpaid, job-protected leave** for specified family and medical reasons. Eligible employees can use paid leave (if available) while out on FMLA leave.

AM I ELIGIBLE?

To be eligible for FMLA, you must meet these requirements:

- ✓ Have at least 12 months of employment (need not be consecutive) with UF; and
- ✓ Have worked at least 1,250 hours for UF during the 12 months prior to the start of the FMLA leave; and
- ✓ Have not exhausted your current FMLA entitlement.

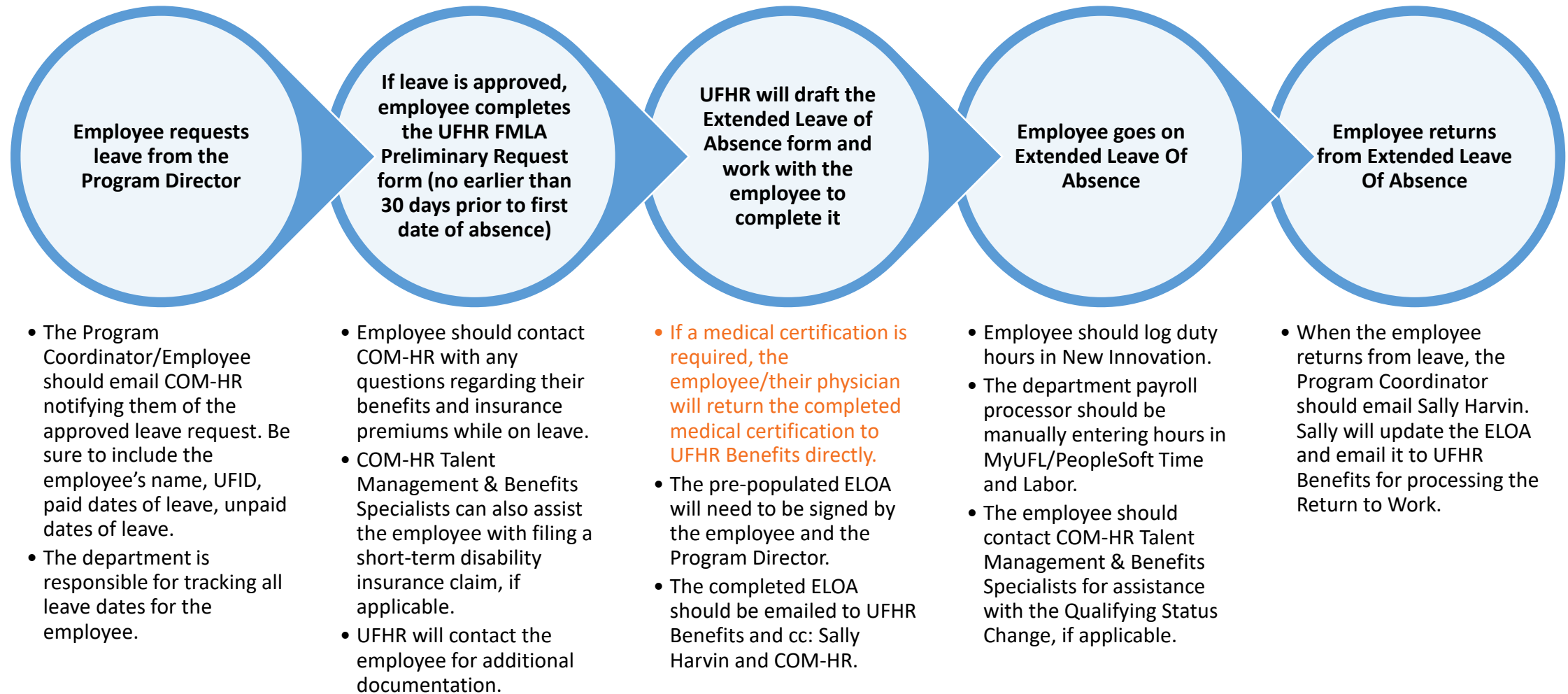
WHAT EVENTS QUALIFY FOR FMLA?

Only certain conditions qualify for FMLA, some of the most common ones include:

- You have a serious health condition
- You need to care for an immediate family member (parent, spouse, or child) with a serious health condition
- You are unable to work for reasons related to pregnancy, prenatal medical care, or childbirth
- You are a new parent (this includes mothers, fathers, same-sex spouses) and you are taking leave to bond with your newborn, newly adopted child, or newly placed foster child



Request Process for Extended Leave of Absence



Contact Information



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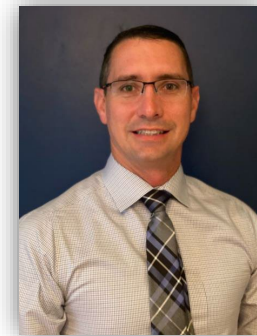
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