

Physician Assistant Residency Program

Paid Time Off and Leaves

Vacation Leave

All Physician Assistant (PA) residents are eligible for 20 working days and 8 weekend days of paid time off during the 18-month contract period. Residents arrange for paid time off with their Program Director or his/her designee. Requests for days of paid time off or leave will not be honored during the last week of training. Vacations must be taken in one week increments, on specified rotations as outlined by the Program's department.

Sick Leave

Time away from training for leaves which are necessary due to illness will be made up at the discretion of the Program Director in accord with the needs of the resident to complete essential components of his/her training program. In general, time missed due to illness of a few days' duration will be made up during a contract year; training missed as a result of prolonged illness or disability may necessitate additional training time which will be provided if the resident's performance is otherwise satisfactory. Leave requested under the federal Family and Medical Leave Act of 1993 will be treated in accord with the rules and regulations of the University of Iowa as set forth in the [University Operations Manual, Section 22.7](#)

Family Leave

- A.) Up to six (6) weeks of absence may be granted to female residents as medically necessary for the birth of a child. This time will consist of sick leave, vacation leave and unpaid leave of absence as determined by the resident and the Residency Program Director. Additional time may be granted if medically necessary (physician certification required).
- B.) In the event of birth of a child the significant other will be granted one (1) day of sick leave for day of birth and one (1) day to bring the mother/child home. Additional days of vacation leave may be utilized if available per request.
- C.) Newly adoptive parents may utilize five (5) days of sick leave for the adoption.

Leave of Absence

In those situations in which other leave (vacation, sick leave or professional leave) is not available or appropriate for use a leave of absence may be granted. A leave of absence is unpaid time required to meet specific needs of the residents. In most cases this will be the medical need of the resident or their immediate family. If there is a catastrophic medical condition that leads to the resident not being able to work, up to six months (or to the end of the work agreement) of leave of absence with continuation of health benefits will be provided. At the end of this period continuation of health benefits under COBRA provisions will be available.

Use of Leave and Completion of the Residency

Whenever a Leave of Absence or Family Leave is required to meet the medical, family or personal needs of the resident the Residency Program Director will meet with the resident to evaluate the planned program of study and determine whether the residency

program requirements will be completed by the end of the residency. Options to assist the resident with successful program completion will be considered including revising the program of study or extending the residency to allow the resident to successfully complete the residency program requirements.