

**CONEMAUGH MEMORIAL MEDICAL CENTER
GRADUATE MEDICAL EDUCATION POLICY**

LEAVE OF ABSENCE POLICY

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1. Residents/fellows are eligible for up to 12 weeks of FMLA leave in any rolling 12-month period. The rolling 12-month period is measured back from the date the leave commenced or will commence. Time off does not have to be taken consecutively but cannot exceed 12 weeks in a rolling 12-month period. FMLA leave is available for the birth, placement for adoption, or placement for foster care of a child, including parental leave; or for the resident/fellow's own serious health condition or serious health condition of a close family member as defined by the Family and Medical Leave Act.
2. While in general FMLA is an unpaid benefit, residents/fellows may receive up to

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References

IR: IV.G. (Vacation/Leave of Absence)

GMEC Revised: 1/2016, 3/2018, 4/2022, 10/2022

Review by GMEC: 3/1998, 4/1998, 3/2001, 5/2002, 2/2022
8/2003, 8/2004, 10/2005, 12/2006

Approved by GMEC: 4/1989