

GME Comprehensive Leave and PTO Policy: FAQs & Highlights

Who's covered? The policy, effective 01/01/2022, will apply to Medical, Dental, and McLendon Labs trainees who are UNC Hospitals employees (that is, paid twice monthly by UNCHC) and who were credentialed/appointed through GME.

Will it be retroactive? Only for GME Paid Parental Leave (GME PPL), only for qualifying events occurring on/between December 7th and 31st, and only for the portion of the GME PPL occurring in 2022.

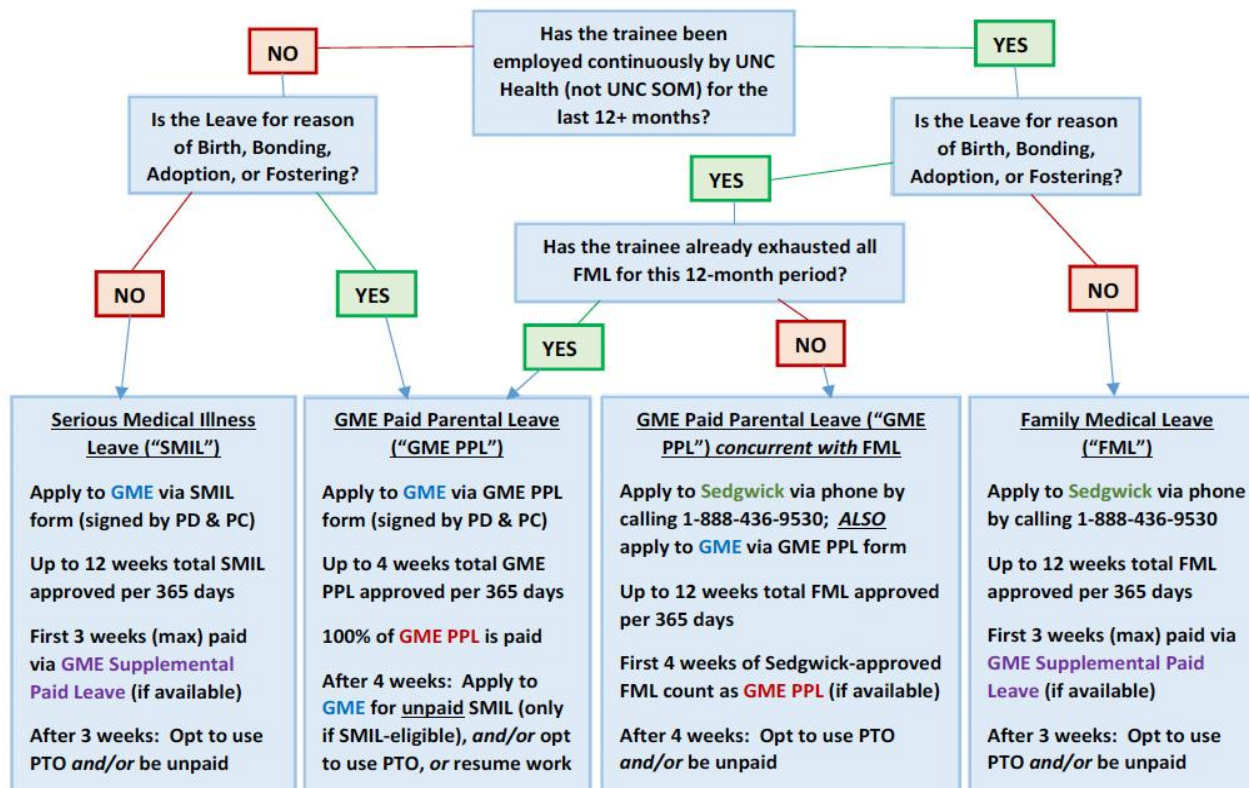
How is PTO used? There are two types of PTO: Vacation Time (15 days) and Sick Time (12 days). There is no requirement to exhaust either in order to qualify for other available paid Leave (such as FML or GME PPL). PTO usage is determined by the trainee and their Program, and is not overseen by GME unless trainees elect to use PTO to replace an equivalent amount of unpaid Leave (such as during FML or SMIL).

When does PTO renew? A trainee's PTO renews every 12 months based on their [most recent] GME start date.

When does Leave renew? FML, GME PPL, and SMIL each replenish 365 days following the most recent usage start date. (This includes any GME Supplemental Paid Leave used concurrently with FML or SMIL.)

Where can I find the relevant policies and forms? Policies are available via PolicyStat or via direct links on MedHub (under "GME Policies"). SMIL and GME PPL forms, as well as updated Leave process guides for both trainees and PCs, will also be available on MedHub (under "Resident Resources" and "Program Coordinator Resources"), coming soon.

Which Leave will a trainee use? (FML vs. SMIL vs. GME PPL)



ABIM Leave policy: Summary of options (for 36 months of training)

Leave	42 days	56 days	70 days	77 days	84 days
Vacation remaining	63 days (21 days each year)	63 days (21 days each year)	63 days (21 days each year)	63 days (21 days each year)	63 days (21 days each year)
Total	105	119	133	140	147 total
Make up time	0	14 days	28 days	35 days	42 days
Deficit in training policy used	Not needed	Use 14 days	Use 28 days	Use 35 days (one ABIM month)	Use 35 days (one ABIM month)
Total makeup days	0	0	0	0 days	42-35= 7 7 days