

IDENT	GME30
Type of Document	Policy
Applicability Type	Department-Level
Title of Owner	Dir GME
Title of Approving Official	GMEC
Date Effective	9/17/2026
Date of Next Review	9/17/2029



TITLE: Paid Time Off

POLICY: This GME POLICY will align with the CIR/SEIU agreement

Residents are entitled to twenty (20) workdays (Monday-Friday) of vacation time per academic year and, when a Resident takes a full week of vacation, they will be entitled to take off the weekend (Saturday and Sunday) either before or after the week. Residents are also entitled to five (5) sick/personal days each academic year. Residents will not be shamed or intimidated for taking their vacation or sick/personal days. During the appropriate year of training, Residents are further allowed at least five (5) workdays to participate in post graduate interviews. Additional interview days may be granted at the discretion of the program director. Interview days granted are not transferable to vacation or sick/personal days. The number of allowed days away from a program may vary depending on the Accreditation Council for Graduate Medical Education and/or the program specialty's certifying Board requirements. Off-cycle residents will follow the start and end date of their academic year. Taking any leave may require that a resident make up time if required for graduation, academic reasons or board certification.

PROCEDURE:

1. Paid time off is granted annually at the start of the academic year and any unused paid time off does not roll over into the next academic year.
 - a. Residents will not be reimbursed for any unused time at the end of any academic year or upon leaving or graduating from their training program.
2. Residents are not required to use any portion of their annual paid time off to sit for exams required to maintain their status in the program, nor for recognized UVMHC holidays.
3. Paid time off shall be scheduled according to each program's scheduling policies and practices, Sponsoring Institution requirements, and in compliance with ACGME or other certifying board requirements.
4. Residents using paid time off for sick leave will not be required to find their own coverage.
5. Residents may use paid time off as needed for the observance of Religious holidays.

DEFINITIONS: "Resident" includes residents and fellows.

REFERENCES: Agreement by and between the University of Vermont Medical Center and the Committee of Interns and Residents/SEIU (CIR)

REVIEWERS: Dir GME

OWNER: Dir GME

APPROVING OFFICIAL: DIO, GMEC