Article 35: VACATION

A. Each Resident is entitled to a minimum of twenty-eight (28) days (four (4) weeks) of paid vacation per academic year. Vacation shall be requested by the Resident for approval by the Program Director or designee. Vacation may be scheduled in full weekly increments or may be requested by day. To the extent possible, vacations will be granted in accordance with Resident requests and shall not be unreasonably denied.

B. One (1) day of vacation shall be considered to be a twenty-four (24) hour period beginning at midnight of the calendar day of vacation requested. Procedures for requesting and assigning vacation schedules must be made available to Residents and be in compliance with each program’s ACGME Program Requirements.

C. The Program Director or designee shall arrange coverage for the Resident on vacation.

D. A Resident shall not be expected to engage in work-related duties during vacation. The Program Director or designee shall ensure that any time-sensitive obligations or opportunities are communicated to Residents with sufficient advance notice so they may complete them prior to taking vacation.

E. Vacation days shall not supplant or replace any days off which would normally be granted on the schedule of a given service or in accordance with ACGME duty hours’ requirements and restrictions.

F. If a Resident’s request to utilize their full allotment of vacation is not approved in a given academic year, the University shall carry over up to a maximum of one additional week. Remaining unused vacation days as of June 30 will be paid at the rate of salary in effect at that time. Any remaining unused vacation days at the end of employment will be paid at the rate of salary in effect at that time.

G. Once approved, the University may not modify or deny the vacation days approved for a Resident without the agreement of the affected Resident.