The scheduling of vacations, the granting of leaves of absence and the provision of holiday time are administrated within the individual programs under this common policy.

**Vacation:** Three weeks of paid vacation are provided annually and scheduled through the respective Program Director.

**Professional Leave and Educational Benefits:** Individual departments provide additional benefits to further your education. These may include textbooks, journal subscriptions, membership in professional societies, financial support for educational meetings outside the medical center and start up money for research programs. Specific information concerning these educational benefits is available from the program directors of individual residency programs. VMC will refund a PGY 3 and above resident $50 per year for membership in professional societies.

**Sick Leave:** Residents are provided twelve days of paid sick leave annually. Residents requiring extended sick leave must use accrued sick days. If Family Medical Leave Act (FMLA) eligible, holiday/vacation days will be used after sick days are exhausted. If absence not covered under FMLA, vacation/holiday may be used. Leave beyond this time is leave without pay.

**Professional Liability Insurance:** Residents are provided malpractice coverage for activities that are directly related with their residency training program (does not include moonlighting). This coverage is in force regardless of when a claim is filed and is part of the Self Insurance Retention program with limits of $3 million occurrence/$12 million aggregate. University Health System (UHS) Risk Management (RM) handles all risk, legal and issuance issues for residents and can be reached at 847-4584 or after hours by calling RM On Call at beeper 413-4473.

**Hospital and Health Insurance:** A group plan for Hospital and Health Insurance for the residents and dependents is available at group rates and is effective upon employment. Premiums are the responsibility of the Resident.

**Long Term Disability Insurance:** Long Term Disability Insurance for the residents is available at group rates and premiums may be paid by salary reduction on an after tax basis.

**Workers’ Compensation:** Compensation for lost work time and/or medical expenses for job related accidents or illnesses. VMC pays 100%.
Life Insurance: Residents are provided life insurance equal to their annual salary. Additional life insurance is available at group rates and the premiums may be paid by salary reduction on an after tax basis. Dependent Life Insurance ($5000 for spouse and $2500 for eligible children) is provided upon employment.

Flexible Benefits: A flexible benefit program is available after six months of employment that include: Medical Plan Deductible Options; Dental Plan; Additional Life Insurance; Dependent Life Insurance; Child Care and Health Care Reimbursement Accounts; and Partnership Savings Plan.

Medical or Dental License: VMC will reimburse for the N.C. Resident Training License fee once a resident begins training. Annual registration of N.C. Resident Training License will be paid directly by VMC. N.C. Dental Intern Permit will be reimbursed by VMC once the dental resident begins training. Residents applying for and granted a full and unrestricted N.C. license will be reimbursed for initial license and renewals at the amount of N.C. Resident Training License fees.

Moving Expense Reimbursement: New Residents are given $1000.00 for moving expenses when joining our programs. This payment is taxable and will be withheld for taxes.

Hospital Bill Discount: Employees of VMC, spouses of employees, and dependent children of employees with VMC Medical Plan coverage or another comparable plan will be eligible for a discount of 50% towards the deductible and/or 50% towards the coinsurance, when the services are covered by insurance.

Tuition Aid Plan: This plan is intended to help employees wishing to continue their education through voluntary off the job instruction and study. Details are available in the Department of Human Relations.

Lab Coats Allowance: An allowance of $100 is given for the purchase of lab coats. Information on where to purchase these coats will be given at orientation.

Laundry for Lab Coats: Lab coats will be picked up from your department twice a week for cleaning. No other laundry service is provided.
Meal Allowance: Meal Allowance is provided to all residents at a rate of $100 per month. Meal allowance will not be provided to those who are delinquent on Medical Records and/or Employee Health Screens.

Call Rooms: Call rooms are provided for residents who are required to remain in the hospital over night. No other living accommodations are provided.

USMLE/COMLEX Step 3: VMC will pay for residents to take USMLE/COMLEX Step 3 during their PGY 1 year of training. This is a one time payment or reimbursement that is granted regardless of passage of the exam.

Residents are entitled to no other employee benefits.

For additional information regarding these benefits, please see the GME Website at www.ecu.edu/gme or contact: Graduate Medical Education 1-800-775-4347 Or VMC Compensation and Benefits (252) 847-4479