

# University of Kentucky

## Graduate Medical Education Leave and Benefits

### 2022-2023

#### **Paid Vacation Leave\***

Residents at the PGY1 level receive 10 paid vacation days per contract year. Residents and Fellows at the PGY2 and higher level receive 15 paid vacation days per contract year.

#### **Paid Holiday Leave\***

Residents and Fellows receive 9 paid holidays per year (10 in a Presidential Election year) plus an additional 4 “floating” bonus paid holiday leave days.

#### **Paid Temporary Disability Leave (TDL)\***

Residents and Fellows receive 12 TDL days per contract year. Of the 12 TDL days, 2 per contract year may be used as Wellness days. Unused TDL days roll over each Graduate Medical Education contract year.

#### **Paid Family Medical Leave (Paid FML)\***

Residents and Fellows receive a one-time allotment of 30 days (6 work weeks) paid leave per training program for an approved, qualified Family Medical Leave (FML) event. Paid FML leave is in addition to other paid vacation, holiday, floating bonus days, and TDL days. Paid FML leave is available to any resident/fellow with an approved, qualified FML event, at any time during a training program, starting the first day the resident/fellow is required to report for training for the program. 30 days of paid FML is available once, and only once, per person, per training program.

\*Paid leave details are outlined in the [GME Policies and Procedures](#) document. Residents and Fellows must be aware of and meet their specific board eligibility requirements regarding time spent on rotations in that specialty and the maximum time off permitted without requiring makeup of that time.

#### **Health, Vision, and Dental Insurance**

The University provides a generous benefits package with a variety of options for health, dental, and vision coverage for Residents and Fellows and their covered dependents. All enrollees are provided the UK credit for plans and coverage levels. Information on plan options, coverage details, and premiums can be found on the [UK Human Resources Benefits](#) site.

#### **Life and Disability Insurance**

Residents and Fellows receive life insurance coverage, at no cost, in the amount of 100% of their annual stipend. Optional life insurance coverage, up to eight times the annual stipend amount, may be purchased. Please refer to the [UK Benefits Life Insurance](#) for details. Long Term Disability insurance is provided at no cost, effective after twelve months of employment. Participation in additional [Voluntary Insurance Plans](#) is also available.

## **Kentucky Dental and Medical Licensure**

The University covers the cost of the original licensure plus yearly renewal fees for state required physician and dental practice licenses.

## **Educational Funds**

Educational fund benefits vary by program, location, and department. Funds may be provided to cover expenses for books, conferences, educational materials, training, and equipment necessary to fulfill employment responsibilities and educational needs. For further information, please consult with your program.

## **Additional Benefits**

Resident and Fellows may receive additional benefits, depending on training location and program. These benefits may include pagers, lab coats, scrubs, meal money, and parking allowances. Benefits vary by program and campus locations. Please consult with your program representatives for further information.

The University, along with regional campus locations, offers a wide variety of wellness benefits to our residents and fellows. Our goal is to foster a supportive learning environment where individuals can achieve their highest potential through the integration of the physical, social, emotional, spiritual and economic dimensions of their lives. These opportunities can be explored at [GME Wellness](#).

## **Retirement Benefits**

Residents and Fellows are eligible for the University's 200% employer match retirement savings plan. In addition, Residents and Fellows may contribute to the University's voluntary retirement plan. For your advantage, retirement contributions are deducted on a pre-tax basis. You will own, or vest, the University's contributions, plus the investment earnings, after 3 years of employment. While there are withdrawal restrictions, you always maintain ownership of your contributions. Enrollment in the University's retirement savings plan is mandatory for residents and fellows aged 30 and over. Additional retirement saving plan information can be viewed at [Retirement Savings Plans](#).