

## Parental Leave

The exact requirements for maternity/paternity leave during training are as follows:

### ACGME

- requirement to provide 6 weeks of paid parental leave.

### ABAI

- Absences more than a total of **two months** over 24 months during training must be made up. This is inclusive of vacation time.
  - *The definition of “2 months” is up to the discretion of the program director (60 days, 8 weeks, 2 months)*
  - An additional 2 weeks during training is authorized once for parental/caregiver leave.
  - *If the time extends beyond this, and training is not extended, the PD will need to write a letter to ABAI justifying this.*

<https://abai.org/forms/PolicyProc.pdf>

### **Suggestions**

If a trainee asks about parental leave, consider the following:

1. Have them discuss local state and salary implications for leave (might be different than ABAI) with GME and Human Resources Team.
2. ACGME requires 6 weeks of paid parental leave
3. Review their desired time off and whether it will be less than the “2 months + 2 weeks” outlined by ABAI for total time away from training.
4. If time away is more than a TOTAL of 2 months + 2 weeks, then make a plan to extend training or possibly request waiver from ABAI.

**Important: the benchmark is TOTAL TIME AWAY from training, not just the dedicated time for parental leave. 2 months + 2 weeks is the maximum allowed**

Example 1:

1. Trainee A takes 4 weeks of vacation during the first year of training. During the second-year they desire to take 6 weeks of paternal leave and no further vacation time.
  - a. *This trainee could graduate on time because they had a total of 2 months + 2 weeks and the 2 weeks is for parental leave.*
2. Trainee B requests 3 months of parental leave during their first year of training.
  - a. *Without taking any other vacation time during the rest of their training, they would exceed the “Two months + 2 weeks” by 2 weeks. If they wanted to take an additional 2 weeks of vacation during their 2<sup>nd</sup> year of fellowship, then they would need to extend their training by 1 month (4 weeks).*