

## **APPLICABLE POLICIES AND BENEFITS PROVIDED TO UNIVERSITY OF VIRGINIA MEDICAL CENTER HOUSESTAFF**

**Salary Policy** -- The salary level of housestaff officers will be based on the appropriate Post Graduate Year (PGY) in the appointed residency/fellowship training program, according to specialty or subspecialty Board requirements for certification. Only the previous training that is required for certification in the current specialty or subspecialty will be considered in making this determination.

**Promotion** – Housestaff appointments are made for no more than one year and are renewed based upon the recommendation of the appropriate clinical department chair and Clinical Staff Executive Committee.

**Liability Insurance** -- All residents and fellows of the University of Virginia Medical Center are provided malpractice insurance. This policy provides coverage for alleged acts of medical negligence (both commission and omission) only if the alleged negligent act was performed in the scope of employment at the University of Virginia Medical Center or one of its affiliated health care facilities. Coverage is not extended for employment opportunities which you seek or arrange on your own (i.e., moonlighting).

**Licensure** -- All pharmacy residents **are required** to obtain a pharmacist license in the Commonwealth of Virginia. Information on securing a pharmacist license can be obtained from the Virginia Board of Pharmacy in Richmond <http://www.dhp.state.va.us>.

**Health Insurance -Medical coverage** is provided through Optimum Choice, Inc. with Health Maintenance Organization HMO coverage or MAMSI Life and Health Insurance Co. for Preferred Provider Organization (PPO). Information is available on their website at <http://www.mamsiunitedhealthcare.com>

### **Premium Costs: (2008-2009)**

HMO requires no monthly premium payment. The PPO requires payment of a monthly premium as follows:

- \$41.65 single coverage
- \$87.47 employee + 1 coverage
- \$117.85 family coverage

Co-payments and co-insurances are waived when services are received at the UVA Health System. PPO deductibles are the responsibility of the Housestaff officer even if services are received at the UVA Health System

**Disability Insurance** – This is provided for all housestaff at no cost through UNUM. For both partial and full disability, UNUM pays 70% of current salary after a 90-day exclusionary period.

**Life Insurance** – This is provided for all housestaff at no cost through The Guardian, which provides coverage at 1.5 times salary.

**\$840 Annual Cash Benefit** –All housestaff are provided a cash benefit that is intended to be used for reimbursement of UVA parking fees; however, the benefit may be used for reimbursement of other expenses. The cash benefit is based on an annual amount of \$840 and is added to Housestaff officer earnings via a bi-weekly payroll adjustment. The cash benefit is applied to 24 pay periods (effective July 1, 2008-June 30, 2009) and is received as a fixed amount (\$35.00/pay period), which is added to gross income. There are actually 26 pay periods in this time frame, but two pay periods are considered no-deductions, and the benefit is not applied. If the benefit is applied for UVA parking reimbursement, the benefit is not taxed.

**Uniforms and Laundering of Uniforms** – These are provided at no cost through Linen Services, Level 0, University Hospital.

**Parking** -- Reserved parking is available to all housestaff at a monthly cost of \$70.00/month. Alternate UVA parking sites located at further distance from the medical center are available at lower rates depending on parking lot and availability

**Graduate Medical Trainee Lounge** -- A lounge for housestaff members only is provided on Level 6 East, Room 6405, of University Hospital. The door combination can be obtained from the Graduate Medical Education Office (GMEO).

**Gym Facilities** -- A small gym, with cardiovascular and weight equipment, is available to housestaff. It is located on the 2nd floor of Davis wing in the Hospital West complex. The door combination can be obtained from the GMEO.

**University Intramural Facilities** -- Housestaff are eligible to purchase a University Intramural Pass at a cost of \$220.00 per year. The cost for the annual membership is \$270 per year. There is a \$50 subsidy given to employees (residents and fellows) of the University, which makes the cost of the annual membership \$270 for the year. This subsidy is given only to employees. Spouses do not get the discount, but are able to get a membership for the annual rate of \$270.

**Copy Card** -- One 350-count copy card is provided to each Housestaff officer per year by the GMEO.

**Library Resources** -- The Claude Moore Health Sciences Library provides numerous resources for housestaff, including MEDLINE, Computer Lab, etc.

**Moonlighting** -- The Graduate Medical Education Committee of the University of Virginia Medical Center believes that moonlighting by housestaff members is generally inconsistent with the educational objectives of their training. However, since the need for extramural professional activities may vary according to the education objectives of the clinical departments to which residents are assigned, each department chair is required to determine the appropriateness of such activities within that department's educational objectives and to incorporate these activities into the training programs. The Department of Pharmacy has a specific policy regarding moonlighting.

**High Risk/Safety Sensitive Drug and Alcohol Screening** -- The University of Virginia has a vital interest in providing a safe environment for its students, employees, patients, and visitors. It is the intent and goal of University policy to provide a supportive process for intervention and rehabilitation while also protecting the working and learning environment. This policy authorizes drug and alcohol testing of University personnel performing in safety-sensitive positions when there is reason to be concerned for drug or alcohol use. This policy can be obtained in the GMEO or on the web at: <http://www.hrs.virginia.edu/index.html>

**Counseling Services** -- The pressures and demands of residency training can be stressful both to the individual both inside the work environment and outside work. Evaluation and treatment services are available for housestaff through a number of resources. Should services be desired, contact the GMEO or the Employee Assistance Program, <https://www.healthsystem.virginia.edu/internet/feap>

**Sexual and Other Forms of Harassment** -- The medical center is committed to providing a work environment that is free of harassment, intimidation or retaliation in any form. Insulting words, jokes or actions based on an individual's sex, race, ethnicity, age, religion, sexual orientation, disability or any other legally protected characteristic will not be tolerated. This policy can be obtained in the GMEO or on the web at: <http://www.hrs.virginia.edu/index.html>

**Grievance Procedure** -- Available upon request in the GMEO. Every resident and fellow has the right to due process.