

Vanderbilt University Medical Center Graduate Medical Education

Other House Staff Benefits

This outline is intended as a guide only, please see VUMC Human Resources (<https://hr.vumc.org/>) or GME House Staff Manual (<https://www.vumc.org/gme/house-staff-manual>) for details. Contact the Graduate Medical Education Office at gme.office@vumc.org with any questions.

Current VUMC Benefits Overview can be found here: <https://www.vumc.org/gme/tools-instructions-resources>

Benefit	Description
Vacation/Personal Days	All House Staff are eligible for 15 business days for vacation and 2 personal days (i.e., 136 hours) of vacation upon their start date. House Staff must schedule vacation days with approval from the Program Director. Vacation time must be used in the appointment year in which it is accrued. Details can be found in the House Staff Manual (See Section: I.M. Vacation and Leave Policy and Pay During Leave).
Sick Leave	House Staff accumulate 1 sick day per calendar month of employment except when they are on unpaid leave. Sick time can only be used for time off due to the House Staff's illness or the illness of an eligible family member. Details can be found in the House Staff Manual (See Section: I.M. Vacation and Leave Policy and Pay During Leave).
Parental Leave	House Staff who qualify for leave under FMLA for birth or adoption, will have 6 weeks of pay per event which must be taken within 12 weeks of the qualifying event. Details can be found in the House Staff Manual (See Section: I.M. Vacation and Leave Policy and Pay During Leave).
Medical or Caregiver Leave	House Staff who qualify for medical and/or caregiver leave of absence to care for their own medical conditions or to care for an immediate family member will have 6 weeks of pay consistent with applicable laws at least once at time during their programs. Details can be found in the House Staff Manual (See Section: I.M. Vacation and Leave Policy and Pay During Leave).
Family and Medical Leave Act	Consistent with the Family and Medical Leave Act, eligible house staff are able to take up to 12 weeks of job-protected unpaid leave for certain personal medical reasons or for qualifying family reasons, up to 26 weeks of military caregiver leave to care for a covered service member with a serious injury or illness, or up to four months for childbirth or adoption. House officers are eligible if they have worked at least 12 months and have had at least 1250 hours of work. Details can be found in the House Staff Manual (See Section: I.M. Vacation and Leave Policy and Pay During Leave).
External Supplemental Long-Term Disability	Coverage opportunity in response to request from House Staff, this program is offered through MarshMcLennan Agency (MMA). For information regarding this option, details can be found in the House Staff Manual (See Section: II.B. Voluntary Coverage) and/or contact MMA's Vanderbilt GME Representative, Marc Flur, via email at marc.flur@marshmma.com for premium information.
Wellness	House staff members of the Vanderbilt David Williams II Recreation and Wellness Center (DWRWC) may be eligible for partial reimbursement of \$90 per quarter towards membership fees to the facility. Please see: https://www.vanderbilt.edu/recreationandwellnesscenter/membership-cancellation/ for facility and membership information. Full program details found at https://www.vumc.org/health-wellness/about-go-gold . New House Staff are immediately eligible upon start date for Go for the Gold and until the next program deadline.
Parking	House Staff parking permits are paid for by GME at no cost to House Staff.
On Call	GME provides sleeping and transportations options. Details can be found in the House Staff Manual (See Section: III.E. Sleeping and Transportation Options for House Staff too Fatigued to Return Home Safely).
Linens	White coats, scrubs and linen services are provided.