



GME Interview Materials 2024-2025

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HEALTH

SCHOOL OF
MEDICINE

Graduate Medical Education

Graduate Medical Education
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UC Davis Health
GME Statement regarding the
Deferred Action for Childhood Arrivals (DACA) Program

Since its establishment in 2012, the Deferred Action for Childhood Arrivals (DACA) program has provided renewable, two-year term legal protections and other benefits for recipients from undocumented backgrounds, allowing them the opportunity to pursue higher education in the United States without fear of deportation. DACA was rescinded by the White House on September 5, 2017; the future of DACA is currently being decided in the US court system. In the meantime, UC Davis residency and fellowship programs will continue to consider all eligible applicants, including those with DACA status. Individuals with DACA status have contributed greatly to the education, research, and patient care activities of the University of California and have enriched the diversity of our training programs. The UC Davis Health Graduate Medical Education Committee (GMEC) and the Office of Student and Resident Diversity (OSRD) will continue to support students, residents, and fellows with DACA status in achieving their goal of becoming American Board of Medical Specialties certified physicians.

We are grateful for the leadership of UC President Napolitano and UC Davis Chancellor May in championing the rights of those with DACA status.

For more information, please see the additional resources below:

UC Davis Office of Equity, Diversity and Inclusion

<https://www.ucdmc.ucdavis.edu/diversity-inclusion/>

UC Davis AB540 and Undocumented Student Center

<http://undocumented.ucdavis.edu/resources/index.html>

University of California - Information on Immigration

<https://www.universityofcalifornia.edu/immigration>

Eligibility and Selection Policy

ACGME Eligibility Requirements

Applicants with **one** of the following qualifications are eligible for appointment to ACGME-accredited programs at University of California, Davis Health System (UCDHS):

1. graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME)
2. graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association Commission on Osteopathic College Accreditation (AOACOCA)
3. graduates of medical schools outside the United States and Canada who meet one of the following qualifications:
 - 1) holding a currently valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment
 - 2) holding a full and unrestricted license to practice medicine in California

Specialty (Residency) Program-Specific ACGME Eligibility Requirements

All prerequisite post-graduate clinical education required for initial entry or transfer into ACGME-accredited residency programs must be completed in:

1. ACGME-accredited residency programs; or
2. AOA-approved residency programs; or
3. Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited, or College of Family Physicians of Canada (CFPC)-accredited residency programs located in Canada; or
4. residency programs with ACGME-International (ACGME-I) Advanced Specialty Accreditation

Residency programs must receive verification of each applicant's level of competency in the required clinical field using ACGME, CanMEDS, or ACGME-I Milestones evaluations from the prior training program upon matriculation.

- An ACGME Specialty Review Committee may further specify prerequisite postgraduate clinical education

Resident Eligibility Exception

For a specialty that requires completion of a prerequisite residency program prior to admission (Allergy/Immunology, Colon and Rectal Surgery, Nuclear Medicine, Preventive Medicine) an

ACGME-accredited residency program may accept an exceptionally qualified international graduate applicant who does not satisfy the ACGME eligibility requirements listed in CPR III.A.4, but who does meet California Medical Board Requirements and **all** of the following additional qualifications and conditions:

1. evaluation by the program director and residency selection committee of the applicant's suitability to enter the program, based on prior training and review of the summative evaluations of this training; and,
 2. review and approval of the applicant's exceptional qualifications by the GMEC; and,
 3. verification of Educational Commission for Foreign Medical Graduates (ECFMG) certification.
- Applicants accepted through this exception must have an evaluation of their performance by the Clinical Competency Committee within 12 weeks of matriculation.

Subspecialty (Fellowship) Program-Specific Eligibility Requirements

All required clinical education for entry into ACGME-accredited fellowship programs must be completed in a(n):

1. ACGME-accredited residency program, or
 2. AOA-approved residency program, or
 3. program with ACGME International (ACGME-I) Advanced Specialty Accreditation, or
 4. Royal College of Physicians and Surgeons of Canada (RCPSC)- accredited or College of Family Physicians of Canada (CFPC)-accredited residency program located in Canada
- This applies to all ACGME Fellowship programs **except** Neurologic Surgery

Fellowship programs **must** receive verification of each entering fellow's level of competence in the required field, upon matriculation, using ACGME, ACGME-I, or CanMEDS Milestones evaluations from the core residency program.

There are a few scenarios in which these reports may not be available in ADS, such as if a fellow completed residency in a program not accredited by the ACGME, a fellow completed residency prior to Milestones implementation, or a fellow's previous experience could not be matched when entered into the program. For those without Milestones reports, programs must contact the specialty program director from the fellow's most recent residency program to obtain the required information.

All required clinical education for entry into ACGME-accredited Neurologic Surgery fellowship programs must be completed in an:

1. ACGME-accredited residency program, or
2. AOA-approved residency program

Fellowship programs must receive verification of each entering fellow's level of competence in the required field, upon matriculation, using ACGME Milestones evaluations from the core residency program.

- An ACGME Subspecialty Review Committee may further specify prerequisite postgraduate clinical education)

Fellow Eligibility Exception

This exception is not applicable to fellowship programs in:

- Neurologic Surgery
- Surgery
- Thoracic Surgery

An ACGME-accredited fellowship program may accept an exceptionally qualified international graduate applicant who does not satisfy the ACGME eligibility requirements listed in CPR III.A.1., but who does meet California Medical Board Requirements and **all** of the following additional qualifications and conditions:

1. evaluation by the program director and fellowship selection committee of the applicant's suitability to enter the program, based on prior training and review of the summative evaluations of this training in the core specialty; and,
 2. review and approval of the applicant's exceptional qualifications by the GMEC; and,
 3. verification of Educational Commission for Foreign Medical Graduates (ECFMG) certification.
- Applicants accepted through this exception must have an evaluation of their performance by the Clinical Competency Committee within 12 weeks of matriculation.

Applicants for ACGME-accredited fellowship positions must be eligible for, and obtain prior to the start of training, a valid California medical license. (Exceptions must be approved by GMEC and the DIO)

Permanent residents, refugees or asylees must provide proof of resident alien status and have the legal right to work in the United States.

California Licensure Requirements

Medical Education Requirement

To be eligible for licensure in California, an applicant must have received all of their medical school education from and graduated from a:

1. U.S. or Canadian medical school accredited by the Liaison Committee for Medical Education (LCME), the Committee on Accreditation of Canadian Medical Schools, or the Commission on Osteopathic College Accreditation; or LCME Accredited U.S. Programs.
2. foreign medical school which has been evaluated by the Educational Commission for Foreign Medical Graduates (ECFMG) or one of the ECFMG authorized foreign medical school accreditation agencies and deemed to meet the minimum requirements substantially equivalent to the requirements of medical schools accredited by the Liaison Committee on Medical Education, the Committee on Accreditation of Canadian Medical Schools, or the Commission on Osteopathic College Accreditation.

The foreign medical school must be listed on the World Federation for Medical Education (WFME) and the Foundation for Advancement of International Medical Education and Research (FAIMER) World Directory of Medical Schools joint directory, or the World Directory of Medical Schools; or World Directory of Medical Schools.

3. foreign medical school that has been approved by the Medical Board of California.

Post-Graduate Training License (PTL)

A PTL is required for training in an ACGME-Accredited training program for those who do not qualify for a Physician's and Surgeon's License.

An applicant may apply for a PTL if they have:

1. graduated from a California Medical Board-approved medical school;
2. passed all required examinations;
3. enrolled in a California ACGME-accredited residency program; **and**
4. have not completed either 12-months (U.S. or Canadian medical school graduates) or 24-months (international medical school graduates) of Board-approved postgraduate training.

A PTL must be obtained from the Medical Board of California within 180 days after enrollment in an ACGME-accredited postgraduate training program in California.

- If the PTL is not issued within 180 days of commencing ACGME-accredited training in California, all clinical activities must cease until the license is issued.

A PTL is valid for 36 months only while enrolled in a California ACGME-accredited postgraduate training program. The PTL is not renewable.

- If a Physician's and Surgeon's License is not obtained by the PTL expiration date, the physician must cease all clinical services in California.

The program director may request an extension of the PTL due to a resident's status change. The program director is required to submit a Program Status Update/Change Form, Forms PSU1-PSU2, to the Board within 30 days of any status change. Changes that may affect the PTL expiration date include, but are not limited to, probation, remediation, leave of absence, transfers, resignation, or termination prior to the program's anticipated end date.

Physician's and Surgeon's (P&S) License

A resident or fellow that has received credit for 12 months (U.S. and Canadian medical school graduates) or 24 months (international medical school graduates) of Board-approved postgraduate training in another state or in Canada and is accepted into a California ACGME-accredited postgraduate training program, must obtain a P&S License within 180 days after beginning the postgraduate training program. If they do not obtain a P&S License, the physician must cease all clinical service at the end of the 90 days.

A fellow that is accepted into a Non-ACGME-accredited training program must obtain a Physician's and Surgeon's License prior to the start of training. There are no grace periods and a PTL is not permitted.

Trainee, Faculty and Staff Model Notification For Policy on Affiliations with Certain Health Care Organizations

Working and Training at Affiliated Organizations as a University of California (UC) Employee or as a Trainee Enrolled in a UC-Sponsored Training Program

UC's academic health centers and health professional schools have affiliations with other health care organizations to improve quality and access for the people of the state of California, particularly those in medically underserved communities, and to support the University's education, research and public service mission.

Some of these organizations have policies that are different from those of UC Davis Health. For example, some restrict certain evidence-based health care services, such as abortion, contraception, assisted reproductive technologies, gender-affirming care, and end-of-life care, that otherwise would be offered at a UC or other health care location. These organizations are "covered affiliates" under Regents Policy 4405 and systemwide policy.

The University of California is committed to delivering patient-centered, evidence-based, comprehensive medical care that addresses the needs of patients, advances health equity, and is free from discrimination. Accordingly, when UC providers are working or training at any UC or non-UC facility, they are expected to:

- Make clinical decisions consistent with the standard of care and their independent professional judgment, respecting each individual patient's needs and wishes. Trainees are expected to make decisions under the appropriate level of supervision by a licensed clinician as outlined in the local UC school and program supervision policies.
- Inform patients of all health care options, regardless of whether those options are available through the covered affiliate, prescribe any interventions that are medically necessary and appropriate, and transfer or refer patients to other facilities when it is in the patient's interest.
- Provide any item or service deemed necessary and appropriate in the event of an emergency, without restriction, and without seeking approval from any non-licensed health care provider.

Covered affiliates may ask for confirmation of adherence to their policies while working or training at their facilities. However, the major private, non-profit health systems in California with policy-based restrictions have acknowledged in their agreements with the University that their policies permit all of the above activities; and all covered affiliates will have done so no later than December 31, 2023, or the University will exit the agreement.

In addition to these organizations, many government-operated facilities are prohibited by law from performing certain services and have adopted policies implementing those laws. They also have confirmed that they expect their medical staff and personnel

providing services at their clinical sites to make clinical decisions consistent with the standard of care and their independent professional judgment, considering the needs and wishes of each individual patient. As with all UC-sponsored training programs, trainees are expected to make decisions under the appropriate level of supervision by a licensed clinician as outlined in the local UC school and program supervision policies. These government-operated organizations have verified that they comply with federal anti-discrimination laws and that they do *not* bar advising, prescribing, or referring patients, nor do they bar performing emergency services.

UC Davis Health has identified the following non-governmental covered affiliates that have care-restricting policies. This list is not exhaustive and may change over time based on the policies of these organizations or the addition of new agreements with other health care organizations

- Dignity Health
- Providence
- Adventist Health

The University expects that UC employees and trainees will deliver evidence-based health care services and, in those locations where a required service cannot be delivered, appropriate referrals or transfers must be made. If at any time a UC employee or trainee is asked to do otherwise, or a patient has a complaint, the University should be immediately informed as described below.

If patients have any concerns or complaints about care received at a covered affiliate's location, they may contact Patient Relations by sending an e-mail to hs-patientrelations@ucdavis.edu or calling 916-734-9777 or 800-305-6540.

If UC employees or trainees believe their professional judgment or freedom to counsel, prescribe, refer, transfer, or provide emergency care has in any way been impeded at a covered affiliate's facility, they may file an incident report through RL DaTIX or contact UC Davis Health Compliance by email at hs-compliancehelp@ucdavis.edu or by phone at (916) 734-8808 or 1-800-403-4744.

If for any reason, patients, UC employees, or UC trainees are unable to contact UC Davis Health Compliance, the following should be contacted: David Lubarsky, vlubarsky@ucdavis.edu. Concerns may also be reported through the University's Whistleblower Hotline at universityofcalifornia.edu/hotline or (800) 403-4744.

More information can be found in the full text of the Regents Policy 4405 [Policy on Affiliations with Healthcare Organizations that Have Adopted Policy-Based Restrictions on Care](#) and in the [Affiliations with Certain Healthcare Organizations at UC Davis Health policy](#).

UC Davis Housestaff Compensation Plan Academic Year 2024-2025

The terms of this compensation package are outlined in the collective bargaining agreement between the University of California and the UC Davis Housestaff.

The collective bargaining agreement covers all UC Davis Health physician residents and clinical fellows, except for those who are employed by the US military.

I. Salary:

The following salary table is effective July 1, 2024.

PGY Level	Annual	Monthly
1	\$82,826.19	\$6,902.18
2	\$85,319.70	\$7,109.98
3	\$88,373.17	\$7,364.43
4	\$91,560.71	\$7,630.06
5	\$94,996.68	\$7,916.39
6	\$98,246.01	\$8,187.17
7	\$101,261.36	\$8,438.45
8	\$106,190.55	\$8,849.21
9	\$110,123.39	\$9,176.95
10	\$114,198.19	\$9,516.52

Chief appointments will be paid a stipend of \$200 per month

II. Additional Financial Components:

Stipend	Annual Value	Available To	How / When Paid
Meal Money	\$2,440	All Housestaff	Front loaded at the beginning of the year
Education Fund	\$1,000	All Housestaff	Reimbursement for Trainee cost
CA Medical License	Actual Cost	All Housestaff	Reimbursement for Trainee cost
Step / COMLEX 3 Exams	Actual Cost	All Housestaff	Reimbursement for Trainee cost
Relocation	\$1,100	New Hires	One time money paid on 1 st or 2 nd paycheck

III. Policies and Procedures

A. Campus policy states reimbursements must be submitted within 60 days of purchase, or they will be treated as taxable income

B. California Medical License and Step 3 Exam

1. What Qualifies

- PTL Application Fee
- Transition License Fee
- Physician and Surgeon License Fee
- Physician and Surgeon License Fee Renewal Fee
- Step 3 / COMLEX 3 Exam Fee (1st Attempt Only)

2. What Criteria Must Be Met

- Payment must be made during the academic year seeking reimbursement
- Trainee must be active in a UC Davis training program when payment is made
- Specifically for Licenses
 - If seeking reimbursement for a license renewal, trainee must be active in a UC Davis training program when the previous license expires
 - Newly hired houestaff may secure a license prior to employment and seek reimbursement, if they were not in a prior training program where the license was required (Please see III.A. as this will apply)

3. License and Exam Reimbursement Procedure

- Submit Request via AggieExpense
- Required Documents
 - Receipt of Payment
 - License Renewals require copy of current license showing expiration date

C. Education Fund

1. What Criteria Must Be Met

- Purchase must be made while trainee is an employee of UC Davis Health
- Reimbursement must be requested in the academic year the purchase was made

2. What Qualifies (Examples and not comprehensive)

- Safety / Medical Equipment
- Conference / Presentation Costs
- Personal Devices (Computer / Tablet / Mobile Phone)
- Academic Societies
- Board Fees
- Specialty Exam Fees
- Q Banks / Study Materials
- Scrubs
- Licenses and Certifications not covered in III.B.
 - Unrestricted DEAs
 - License fees for future employment

3. What Does Not Qualify (Common Questions, So Listed Here)

- Headphones
- Smart Watches
- Activewear / Clothing
- Repair Work / Service Costs
- Transportation
- Home Technology or Furniture

4. Education Fund Reimbursement Procedure

- Submit Request via AggieExpense
- Receipt from purchase is Required
- Education dollars are not renewed during an extension which is incurred due to a Leave of Absence
- Off-cycle trainees will have their education funds aligned with their academic year
- Final day of academic year to submit requests is June 15, 2025

Housestaff Leaves & Accruals

Sick Leave

Contract Language:

Sick leave with compensation is given at the rate of twelve (12) days per academic year (one day per month). Sick leave is credited to the year of appointment. In addition, vacation leave may be used to cover sick leave that exceeds available sick time. Unused sick leave will not roll over to the following academic year. Makeup time may be required to meet educational objectives and to be in compliance with ACGME Program Requirements and/or the certifying board.

Vacation

Contract Language:

Vacation leave with compensation shall be four (4) seven-day workweeks per academic year. Vacation time does not accrue from year to year and must be scheduled and taken in the same academic year the vacation is earned. The total amount of vacation leave due a Resident will be credited to the Resident at the beginning of the appointment. As the Resident uses vacation leave, the leave balance will decrease accordingly. If a Resident separates from the University before the scheduled end of the appointment term, the Resident's leave balance will be adjusted to reflect only that amount of vacation leave which would be proportionate to the duration of the Resident's actual appointment. Any vacation leave not used by the end of the academic year, or at the end of the Resident's appointment, will be cashed out.

Vacation leave shall be scheduled by the program pursuant to the program's written policies which will be in compliance with each program's ACGME Program Requirements and/or certifying board requirements. In scheduling vacation, programs should take into account any requests for specific dates or blocks of time by individual Residents, but all parties understand that it may not always be possible to accommodate a Resident's requests.

Upon graduation or separation from a program, any unused vacation time will not carry over to any other University position but will be cashed out.

Holidays

Contract Language:

The following are defined as Resident holidays:

1. New Year's Day (January 1)
2. Thanksgiving Day (Fourth Thursday in November)
3. Christmas Day (December 25)

A holiday will commence at 12:00 a.m. (midnight) on the calendar date of the holiday and will continue for the twenty-four (24) hour consecutive period until 11:59 p.m. the day of the holiday.

To the extent practicable, the University will endeavor to grant one of these days off. Operational needs permitting, the University will endeavor to grant one additional holiday off. If the Resident is required to work on two or three of these holidays, two flex days will be granted during the academic year. Reasonable efforts will be made to grant the flex days on the day(s) requested by the Resident, including requests for religious requirements by Residents for observances of religious holidays.

Parental Leave

Contract Language:

The University shall provide eight (8) workweeks of parental leave with pay each academic year to a parent to allow them to bond with a newborn child or child recently placed via adoption, provided the leave takes place within one year of the birth of the child or placement of the child with the Resident or Fellow. The intent is that the eight (8) workweeks of parental leave is the maximum amount of leave per pregnancy/adoption event. For example, a resident having twins would not receive sixteen (16) workweeks. A resident would also not receive another eight (8) workweeks of parental leave if the leave is used in two different academic years. By accepting this parental leave benefit, the union declines to participate in the systemwide benefit offering eight weeks of leave at 70% of wages.

If the Resident or Fellow is eligible for leave under the Family and Medical Leave Act and/or the California Family Rights Act, parental leave can extend to up to twelve (12) workweeks. If the Resident or Fellow wishes to be paid for workdays beyond the paid entitlement in paragraph 1 during parental leave, the Resident or Fellow may use accumulated sick and/or vacation time for such pay.

Training program leadership will work with Residents/Fellows who, due to parental leave, need to make up time required for graduation and/or board certification with the goal of minimizing extension of training.

Bereavement Leave

Contract Language:

A Resident is permitted to use up to five (5) sick days a year from the Resident's annual sick leave entitlement for bereavement purposes for the death of the Resident's spouse, parent, child, sibling, grandparent, grandchild, and in-law and step relatives of the relationships listed herein. This provision also covers other related persons residing in the Resident's household. In the event the Resident has a personal obligation for someone other than listed, the Resident shall be permitted to use these five sick days per academic year for funeral attendance/bereavement.

Other Leaves

Contract Language:

A. Leave for Military Service

1. Military Caregiver Leave

An eligible Resident who is required to care for a family member or "next of kin" who is a "covered service member" undergoing medical treatment, recuperation or therapy for a serious injury or illness shall be granted FML of up to twenty-six (26) workweeks during a single 12-month leave period. The Resident must be a spouse, domestic partner, parent, child, or next of kin of the covered service member to be eligible for this type of leave. The Resident is required to provide a copy of the covered service member's active duty orders.

2. Qualifying Exigency Leave

An eligible Resident who is the spouse, domestic partner, child or parent of a military member is eligible to attend to any “qualifying exigency” while the military member is on “covered active duty or call to covered active duty status” (or has been notified of an impending call/order to covered active duty). An eligible Resident is entitled to up to twelve (12) workweeks of Qualifying Exigency leave during a calendar year, which may be taken on an intermittent or reduced schedule basis. The Resident is required to provide a copy of the military member’s active duty orders.

3. Leave for Military Service

Residents are eligible for up to thirty (30) days of military leave with pay while engaged in the performance of military duty each academic year. All benefit coverage will continue during paid military leave. Absence from the training program to meet military service obligations must be communicated to the program director and/or department with as much notice as possible.

B. Leave for Jury Duty

A Resident called to Jury Duty will receive regular compensation for time served. The program director and/or department must be notified as soon as a jury summons is received. Only the court, pursuant to the procedure outlined in the Jury Summons Notice, can grant deferment or excused absence from jury service. However, a Resident summoned for jury duty may request to be excused by virtue of participation in a graduate medical education program. The Resident may request from the Training Program Director a letter verifying the Resident's participation in the program to be submitted to the court.

C. Family and Medical Leave (FML)

1. Reasons for Leave

Pursuant to the Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA), and California Pregnancy Disability Leave (PDL) laws an eligible Resident will be granted up to 12 weeks of unpaid leave in a 12 month period. FML will be granted to an eligible Resident for the following reasons:

- a. The Resident’s own serious health condition;
- b. To care for a family member (child, spouse, domestic partner, parent) who has a serious health condition;
- c. The Resident’s pregnancy-related disability (Pregnancy Disability Leave);
- d. Parental leave to bond with a Resident’s newborn or a child placed with the Resident for adoption or foster care;
- e. Military Caregiver or Qualifying Exigency Leave.

2. Eligibility

- a. The Resident must have twelve (12) months of University service (need not be continuous); and
- b. At least 1,250 hours of actual hours worked in the twelve (12) months immediately preceding the leave.
- c. The Resident is required to use sick leave and vacation before taking leave without pay.

3. Benefits Continuation

During an FML leave, the University shall continue its contribution for the Resident’s health insurance coverage benefit.

4. Notice and Certification

- a. The Resident shall give the University notice at least thirty (30) calendar days in advance of the leave's anticipated start date if the need for leave is foreseeable. If the need for leave is not foreseeable, the employee shall give the University notice as soon as practicable.
- b. Requests for FML must include: Written request from the Resident to the Program Director and/or Chair of the department indicating the start and anticipated return dates; and a letter from the Resident's physician affirming the need for medical leave.
- c. Approved requests for FML must include:
 - the start date and return to work date
 - anticipated requirements for additional training time, if any
 - conditions for return to work as indicated
 - PGY Level upon return
- d. If permitted by law, the University may require that the Resident's request for FML be supported by a written certification. Residents should contact the HR Business Partner for details about the form and contents of any required certification. Failure to provide a required certification may result in delay of the leave until the required certification is received.

5. Duration of Leave

FML leave is limited to 12 weeks of unpaid leave in a 12 month period with the following exceptions:

1. Residents taking FML as Military Caregiver Leave shall be eligible for up to twenty-six (26) workweeks of leave in a single 12-month period.
2. Residents taking FML for PDL shall be eligible for leave for the period of actual disability up to four (4) months per pregnancy.

D. Personal Leave of Absence Without Pay

During a Resident's first program year at the University (when the Resident would not meet the requirement set forth in C(2)(a)), the Resident will be eligible for up to twelve (12) weeks of unpaid leave for any of the reasons set forth in C (1). The requirements for use of FML shall otherwise apply to the use of Personal Leave.



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Office of Student and Resident Diversity

- Funding to present diversity-related scholarly work at academic conferences
- Support resident-led events and communities
- Networking and community mixers

email the team at:
hs-osrd@ucdavis.edu



Wellness



- Help with accessing support and resources.
- No-fee, confidential counseling for trainees and partners, ASAP 916-734-2727
- Workshops, debriefing, process spaces
- Access to Headspace Care (formerly Ginger) behavioral health virtual platform



Maggie Rea, Ph.D.
mrea@ucdavis.edu

Resident and Fellow Development



- Coaching on academic and professional goals
- Support for academics, productivity (organizational skills, time-management), career/leadership, communication
- Learning support for board exams



Cloe Le Gall-Scoville, Ph.D.
clegalls@ucdavis.edu

Quality Improvement and Patient Safety



- Office hours for consultation on QI projects
- Online videos on QI and patient safety topics
- Webinars and workshops
- 2-day QI project design workshop
- Annual UC Davis Health Quality Forum



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If you are a resident experiencing a mental health crisis, call 988 or Sutter Center for Psychiatry: 24/7 - 916-386-3000.

UC Davis Health Campus Resources

GME Wellness Program



Office of Student and Resident Diversity



Worklife
Family care, Lactation and breastfeeding support



Staff/Faculty Health and Well-Being



Disability Management Services (DMS)



Parking and Transportation



Partner, Spouse, and Family Network



Resident Medical Staff Committee (RMSC)



Office of the Ombuds



UC DAVIS MEDICAL CENTER

PSF

PARTNER, SPOUSE,
AND FAMILY NETWORK



WHO?

PSF network is for the..

- partners
- spouses
- families

of residents & fellows at UC
Davis Medical Center!



WHAT?

PSF is a network of friends
supporting one another
through their partner's UC
Davis residency & fellowship
journey.



HOW?

Through meet-ups,
Facebook groups, events, &
more!

Our goal is to help make
Sacramento feel a little
more like home!



@psf.network



UC Davis Partner
Spouse & Family
Network (PSF Network)

LEARN MORE:



WHY JOIN PSF?

Do you like free things? What about a free trip to a baseball game? Or free dinner? Join us to enjoy all these things while meeting new friends who understand the medical journey!



www.linktr.ee/psfnetwork



ucd.psfnetwork@gmail.com



Office of Graduate Medical Education
4610 X Street, Suite 4202
Sacramento, CA 95817
Ph: 916-734-7797

4/29/2024

Jane Smith Doe, MD
123 My Road
Ann Arbor, MI 48130

Re.: Appointment Agreement

Dear Dr. Doe,

I am pleased to offer you an Appointment as an **Fellow** in the **Cardiology Program, Department of Internal Medicine** at the University of California, Davis Health located in Sacramento, California.

Your appointment will begin on **7/1/2024** and will end on **6/30/2025**. The postgraduate year (PGY) training level to which you will be appointed during this period will be **PGY 3**.

The current monthly salary for this level is \$1,234.56 (\$41,234.56 annually). In addition to your salary, UC Davis Health will provide you with health, dental, vision, life and disability insurance. *Terms and conditions of employment, including annual salary and benefits, are subject to bargaining.*

UC Davis Health provides comprehensive professional liability coverage for your professional activities (both on-site and off-site) that fall within the course and scope of your training appointment / employment (excluding external moonlighting), subject to the specific terms and conditions of such coverage as set forth in University of California policy, which may be amended from time to time, except as otherwise provided in an agreement to which UC Davis Health (including UC Davis Medical Center and/or the UC Davis School of Medicine) is a party (<https://www.ucop.edu/risk-services/risk-financing-claims/professional-medical-hospital-liability.html>).

Appointments are for one year and are subject to annual renewal based upon satisfactory performance. Your appointment is contingent upon meeting the Cardiology training program eligibility requirements as specified by your Department, UC Davis Health, the Accreditation Council for Graduate Medical Education (if applicable), any applicable governing bodies and/or relevant specialty boards.

Information regarding your responsibilities as a member of the Resident Medical Staff is contained in your position description and the UC Davis Health Resident Medical Staff Personnel Policy (RMS), and other GME policies (including but not limited to vacation, and leave(s) of absence, including medical, parental, and caregiver leave(s) of absence, and compliant with applicable laws) which can be found at: <https://health.ucdavis.edu/gme/policypage.html>. Specialty boards define the amount of permitted time off for each training program. Extensions to training may be incurred by residents or fellows who take advantage of all available paid time off or who do not meet academic expectations.

The RMS contains policies that cover a full range of HR topics (including but not limited to grievance and due process). Information related to eligibility for specialty board examinations can be found at <https://www.abms.org/member-boards/contact-an-abms-member-board/>. If you have any questions regarding resident support, policies or conditions of your employment, please contact Ryan Traynham, Director of Graduate Medical Education, by email at rptraynham@ucdavis.edu.

Your appointment is contingent upon meeting California Medical or Osteopathic Board licensure requirements. California Law states a Postgraduate Training License (PTL) is required for all trainees during their first twelve months of

ACGME Training. A Physician and Surgeon Medical License (P&S) is required for all training beyond the initial twelve months. International Medical Graduates will spend twenty-four months on the PTL, before transitioning to a full license. You will also be required to provide documentation verifying your identity and employment eligibility/authorization to be hired for employment (<https://www.uscis.gov/i-9-central/acceptable-documents/who-issued-document>).

Additionally, if your appointment is contingent upon meeting the Educational Commission for Foreign Medical Graduates (ECFMG) requirements, you must satisfy the requirements throughout your training.

Please acknowledge acceptance of this appointment by signing all pages of the enclosed agreement, including the Employment Certification Form, and all other documents assigned to you. Upon completion, please upload the documents to your MedHub portal. Please note additional original signatures will be required, on specific documents at your assigned HR orientation. If you have any questions regarding resident/fellow support, policies or conditions of your employment, please contact Ryan Traynham, Director of Graduate Medical Education, by email at rptraynham@ucdavis.edu.

Welcome to the UC Davis Health's Resident Medical Staff.

Sincerely,



Susan Guralnick, MD

Associate Dean for Graduate Medical Education
Designated Institutional Official
Professor of Pediatrics

SAMPLE
Subject to Change



Office of Graduate Medical Education
4610 X Street, Suite 4202
Sacramento, CA 95817
Ph: 916-734-7797

Appointment Acceptance

I accept this one-year appointment as a **Fellow**, training level **PGY 3** in the **Cardiology Program, Department of Internal Medicine** beginning on **7/1/2024** and ending on **6/30/2025**.

I understand that my appointment is subject to the Terms and Conditions stated herein, and in the UC Davis Health Resident Medical Staff Personnel Policy (RMS), and other GME policies which can be found at: <http://www.ucdmc.ucdavis.edu/gme>.

I understand and agree that my appointment is contingent upon meeting the Cardiology residency training program eligibility requirements as specified by my Department, UC Davis Health, the Accreditation Council for Graduate Medical Education (ACGME), and/or the relevant specialty board and successful completion of any and all departmental and HR prerequisites. These prerequisites may include, but are not limited to, medical clearance, drug testing, and a criminal background investigation. Certain clinical assignments/training sites may require an additional background clearance, drug screening and/or other requirements.

I declare that I am not currently, nor have I ever been excluded from participating in any Federal or State funded health care program.

4/29/2024

Jane Smith Doe, MD

SAMPLE CHANGE
Subject to

Office of Graduate Medical Education
4610 X Street, Suite 4202
Sacramento, CA 95817
Ph: 916-734-7797

Resident Medical Staff
Employment Certification Form

Name: **Jane Smith Doe, MD**

Employee ID Number: **123456**

Academic Department: **Internal Medicine, Cardiology**

Title: **Resident Physician (Fellow) PGY 3**

Salary per Month: **\$1,234.56 (\$41,234.56 annually)**

Percent Time: **100%**

Start Date: **7/1/2024** and ending on **6/30/2025**

Employee Class: Academic Medical Fellow

I certify that the foregoing personal data is correct. I accept this position on the terms specified above and in my appointment/reappointment agreement. I recognize my salary is subject to such deductions as may be required pursuant to applicable laws and regulations. In the event that my service does not continue throughout the term, the salary due me will be based upon actual service performed and I will return to the University such part of my salary as is not actually earned on this basis. I understand that my appointment is for one year, and reappointment is contingent upon my successful performance. *Terms and conditions of employment, including annual salary and benefits, are subject to bargaining.*

4/29/2024

Jane Smith Doe, MD

4/29/2024

Holly Singletary, Human Resources Representative



SUMMARY OF BENEFITS

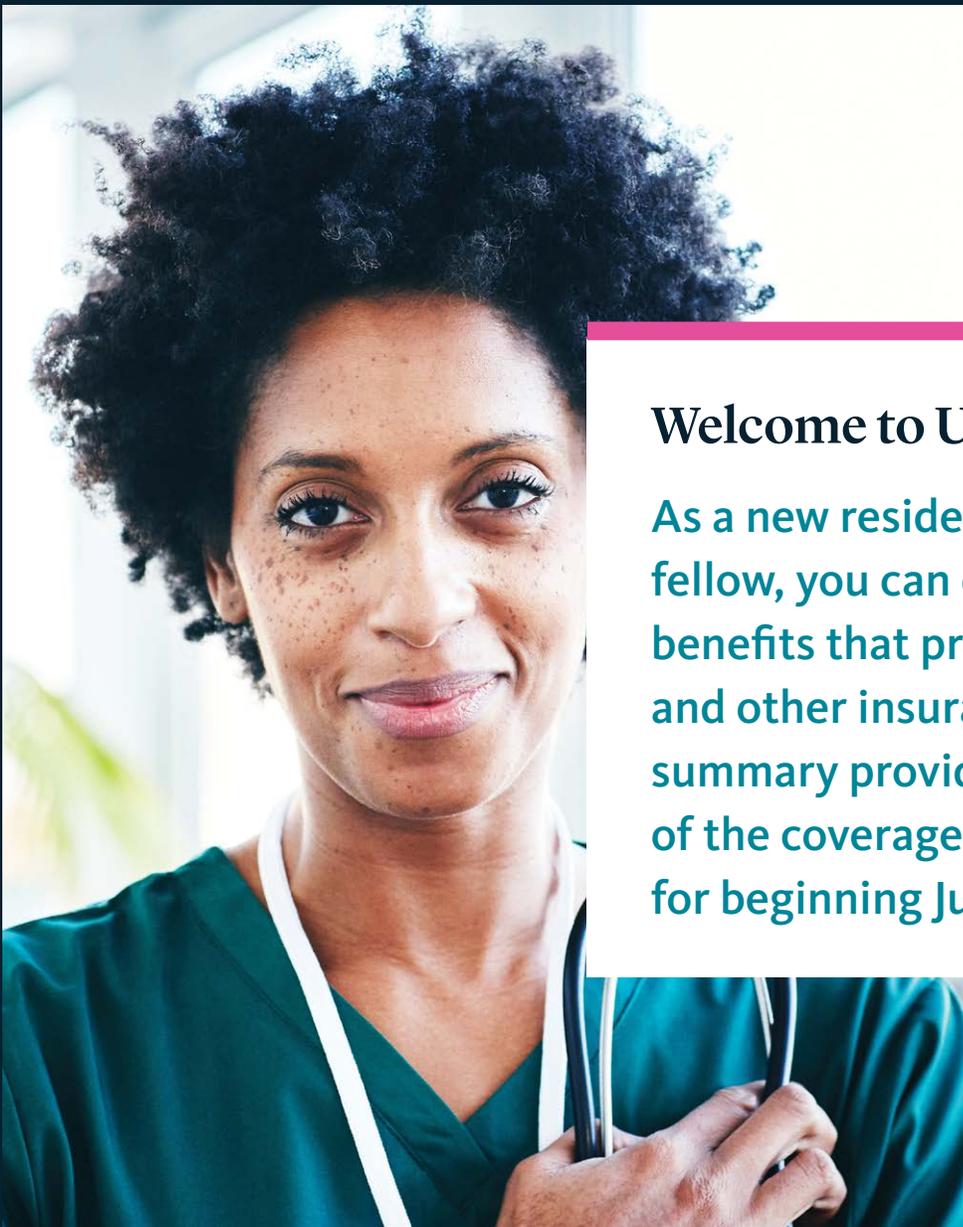
JULY 1, 2024 – JUNE 30, 2025

Your UC Health & Insurance Coverage

Learn about the benefits available to you as a new University of California resident or fellow.

ucresidentbenefits.com

Get to Know Your UC Benefits



Welcome to UC

As a new resident or clinical fellow, you can enroll in benefits that provide health and other insurance. This summary provides an overview of the coverage you're eligible for beginning July 1, 2024.



WHO IS COVERED BY THE PLANS?

Residents and clinical fellows enrolled in a Graduate Medical Education (GME) training program and working at least 20 hours a week are **eligible for coverage in the UC medical, dental, vision, behavioral health, life, AD&D and disability insurance plans**. You can also cover your spouse or domestic partner, in addition to your dependent children up to age 26, in medical, dental, vision and behavioral health coverage.



COST OF COVERAGE

UC pays the entire cost of coverage for you and your enrolled dependents. If you cover a domestic partner, you will be taxed on the cost of their coverage. This will be deducted from your paycheck each month.



INFORMATION AT YOUR FINGERTIPS

Learn more about all your benefits and watch a new hire presentation at ucresidentbenefits.com.

Your Coverage Options



Enroll in your Medical Plan through **PlanSource**.

Medical Plan

Medical and behavioral health benefits are provided through the Anthem Blue Cross PPO (preferred provider organization). The plan covers services such as preventive care, doctor's office visits, hospitalization and prescription drugs. You can get care from any doctor or facility, but you'll pay less out of pocket when you see a UC Health or Anthem provider.

MENTAL HEALTH CARE AT YOUR FINGERTIPS

Headspace Care is a mental health app that puts behavioral coaches, self-care resources, and video-based therapy and psychiatry services all in one place. **All UC residents and fellows and their dependents who are age 18 and older and enrolled in a UC medical plan are eligible to use Headspace Care.**

All conversations with your care team, plus your sign-up information, are confidential. **Headspace Care does not notify UC that you are signed up with the app, nor does it share any information from your conversations with a coach, therapist or psychiatrist.**

Learn more about Headspace Care at ucresidentbenefits.com, including how you and your covered dependents can register with Headspace Care.



WHAT YOU PAY FOR MEDICAL CARE

Definitions

Benefit-year deductible: The amount you pay for medical and behavioral health services before the plan begins to share in the cost for covered services.

Out-of-pocket maximum: The most you pay in a benefit year for covered medical and behavioral health services, including prescription drugs.

Preventive care: Annual screening and lab tests based on your age and gender.

	Tier 1: UC Health Center	Tier 2: Anthem PPO Network Provider	Tier 3: Out-of-Network Provider¹
Benefit-year deductible ²	\$0	Self: \$100 Family: \$200	Self: \$200 Family: \$500
Out-of-pocket maximum	Self: \$1,000 Family: \$2,000	Self: \$1,000 Family: \$2,000	Self: \$2,000 Family: \$4,000
Preventive care ³	\$0	\$0	\$0
Doctor, specialist and therapist office visits	\$15 copayment	\$15 copayment	30%
Virtual care (LiveHealth Online and LiveHealth Online Psychology)	Not applicable	\$15 per visit	Not applicable
Urgent care visits	\$15 copayment	\$15 copayment	30%
Emergency room visits	\$0	\$100 copayment (waived if admitted)	\$100 copayment (waived if admitted)
Inpatient hospitalization ⁴	\$250 copayment	10%	30% plus any amount over Anthem's \$600 maximum for non-emergencies
Prescription drugs Retail (30-day supply)	<ul style="list-style-type: none"> \$10 for Tier 1 generic drugs \$20 for Tier 2 preferred brand drugs \$40 for Tier 3 non-preferred brand/generic and specialty drugs 	<ul style="list-style-type: none"> \$10 for Tier 1 generic drugs \$20 for Tier 2 preferred brand drugs \$40 for Tier 3 non-preferred brand/generic and specialty drugs <p>You can get 90-day fills at Anthem Retail 90 pharmacies for 3 times the copayment.</p>	50% of the cost (up to \$250 per prescription, retail only)
Prescription drugs Mail service (90-day supply)	<ul style="list-style-type: none"> \$10 for Tier 1 generic drugs \$30 for Tier 2 preferred brand drugs \$50 for Tier 3 non-preferred brand/generic and specialty drugs 	<ul style="list-style-type: none"> \$10 for Tier 1 generic drugs \$30 for Tier 2 preferred brand drugs \$50 for Tier 3 non-preferred brand/generic and specialty drugs 	Not covered

1. In addition to any deductible and coinsurance, you are responsible for any billed charge that exceeds Anthem's maximum allowed amount for services provided by an out-of-network provider. For outpatient non-emergency services or surgery at an out-of-network facility, the maximum plan payment amount is \$350 per day. For outpatient surgery at an out-of-network ambulatory surgical center, the maximum plan payment amount is \$350 per day. For inpatient non-emergency services at an out-of-network facility, the maximum plan payment amount is \$600 per day.

2. In-network and out-of-network benefit-year deductibles are separate — what you pay toward one doesn't count toward the other. UC health center deductibles apply to the Anthem PPO in-network deductible. The deductible and out-of-pocket maximum reset every year on July 1.

3. Not all services provided during a preventive care visit are considered preventive health benefits. For more information about what services are covered, go to anthem.com/ca.

4. An additional copayment of \$250 applies if you do not receive preauthorization for out-of-network providers.



Enroll in your Dental Plan through **PlanSource**.

Dental Plan

You have the option to see any dentist you want, but you'll pay less when you visit a Delta Dental PPO (DPPO) in-network dentist, and there's no deductible to meet. You can also choose to get care from a Delta Dental Premier dentist or an out-of-network dentist, but your costs will be higher and you'll need to pay the deductible. **UC pays the entire cost of coverage. You pay only the out-of-pocket costs for the care you receive.**

WHAT YOU PAY FOR DENTAL CARE

	Delta Dental PPO Dentist	Delta Dental Premier Dentist	Out-of-Network Dentist ¹
Calendar-year deductible The amount you pay for services before the plan begins to share in the cost for covered services	\$0	Self: \$50 Family: \$150	Self: \$50 Family: \$150
Calendar-year maximum The maximum benefit the plan pays for each member for all services combined	\$1,500	\$1,500	\$1,500
Diagnostic and preventive care Cleanings, exams and X-rays	\$0	\$0	\$0
Basic services Anesthesia, root canals, simple and surgical extractions	10%	20%	20%
Major services Crowns, inlays, veneers, implants, bridges	10%	20%	20%
Orthodontia For children and adults	50% plus any amount over the \$1,000 lifetime maximum		

1. In addition to any deductible and coinsurance, you are responsible for any billed charge that exceeds Delta Dental's maximum allowed amount for services provided by an out-of-network provider.



Enroll in your Vision Plan through **PlanSource**.

Vision Plan

Exams and lenses are covered once every 12 months, with a small copayment for each, when you see a VSP Vision Care provider. The plan also covers a portion of the cost of contact lenses and frames. **UC pays the entire cost of coverage. You pay only the out-of-pocket costs for the care you receive.**

WHAT YOU PAY FOR VISION CARE

	VSP Provider	Out-of-Network Provider
Annual eye exam and vision screening (once every 12 months)	\$10 copayment	Any amount over the \$50 allowance
Prescription glasses	\$25 copayment	Not applicable
Frames (once every 24 months)	Any amount over the maximum allowance (up to \$150 depending on the frame), plus a 20% savings after the allowance	Any amount over the \$70 allowance
Lenses (once every 12 months)	Included in prescription glasses copayment: <ul style="list-style-type: none"> • Single-vision, lined bifocal and trifocal lenses • Polycarbonate lenses for covered children • Tints and photochromics • Standard progressive lenses Enhancements: <ul style="list-style-type: none"> • Premium progressive lenses: \$80–\$90 • Custom progressive lenses: \$120–\$160 • Discount of 35%–40% on other lens enhancements 	<ul style="list-style-type: none"> • Single-vision: Any amount over the \$50 allowance • Lined bifocal: Any amount over the \$75 allowance • Lined trifocal: Any amount over the \$100 allowance • Progressive: Any amount over the \$75 allowance • Tints: Any amount over the \$5 allowance
Contact lenses (once every 12 months)	In lieu of frame and lenses: <ul style="list-style-type: none"> • Fitting and evaluation: Up to \$60 copayment • Lenses: Any amount over the \$150 allowance 	Any amount over the \$110 allowance

FAMILY PLANNING

There's no one way to form a family. Whatever path you take to parenthood, UC wants to help you with the costs by reimbursing you up to a lifetime maximum of \$30,000¹ toward eligible services received through our new fertility partner, Carrot.

Carrot's comprehensive support and exclusive resources make fertility health care and family-forming resources more accessible and affordable to everyone, regardless of age, sex, sexual orientation, gender identity, or location.

Visit ucresidentbenefits.com for more information and to get started on your journey to parenthood with Carrot.

The disclaimer outlines the tax implications associated with using Carrot services.



¹. Benefits paid under the program are treated as taxable wages for purposes of income and employment tax withholding.



Group Life, AD&D and Disability Insurance

You're automatically enrolled in life, accidental death and dismemberment (AD&D), and disability insurance at no cost to you.

These plans — administered by New York Life — may pay a cash benefit if you die or become seriously injured.

GROUP LIFE AND AD&D

The group life insurance and AD&D benefit amounts are each \$50,000.

SHORT- AND LONG-TERM DISABILITY PROGRAM

If you can't work for 30 continuous days because of a disability, your short-term disability (STD) benefits may pay up to 66.67% of your salary (\$1,200 weekly maximum) for up to 22 weeks.

If you are still disabled after 22 weeks, you may be eligible for long-term disability (LTD) benefits that replace up to 66.67% of your salary (\$5,000 monthly maximum) until you no longer meet the definition of disability or you reach Social Security normal retirement age.



Enroll in your Flexible Spending Accounts through **UCPath**.

Flexible Spending Accounts

Flexible spending accounts (FSAs) allow you to set aside pretax dollars from your paycheck to use toward eligible health care and dependent care expenses. So you can save tax-free money for expenses, such as child care costs, doctor's office visits, and prescription copays.

You can choose to participate in one or both of the following: a Medical FSA, used to pay for health care expenses, and a Dependent Care FSA, used to pay for child care expenses. Both accounts are administered by WEX.

Residents and fellows who are partially funded on T32 grants received through the UCPath payroll system can make pretax deductions against their UC pay only. Your contributions to an FSA cannot exceed your monthly UC pay.

MEDICAL FLEXIBLE SPENDING ACCOUNT (FSA)

The Medical FSA lets you set aside pretax dollars from your paycheck to use for eligible health care expenses, such as:

- Copayments and coinsurance for doctor's office visits, lab tests, and hospital stays
- Prescription drugs and over-the-counter medications, like allergy, asthma and cold/flu medicines
- Birthing and Lamaze classes
- Dental and orthodontia treatment
- Vision care, including glasses and contact lenses

Contribution Limits

In 2024, you can set aside up to \$3,050 in your Medical FSA. Consider your health care expenses from previous years to estimate how much you should contribute to your account, and keep this in mind:

- You can enroll as of your program start date, and then file claims incurred on or after the first of the following month.
- The full amount you elect to contribute for the remainder of 2024 will be available to you after your plan effective date.
- You have until April 15, 2025, to submit claims for reimbursement of expenses incurred between your plan effective date (usually your program start date) and Dec. 31, 2024.

Use it or (mostly) lose it! You can roll over up to \$640 each benefit year. Any balance over that amount is forfeited, so carefully estimate your expenses through Dec. 31, 2024. You can submit claims for eligible expenses incurred through your last day of 2024. You can make changes to your election *only if* you have a qualifying life event.

DEPENDENT CARE FSA

The Dependent Care FSA lets you set aside pretax dollars from your paycheck to use for eligible out-of-pocket child care expenses, such as day care, after-school programs, and day camps for dependents up to the age of 13. It also covers care costs for disabled dependents of any age, including your spouse.

Contribution Limits

You can contribute up to \$5,000 (\$2,500 if married and filing a separate tax return) each benefit year. This maximum limit applies to your entire household, so if you are married or have a domestic partner who also contributes to a Dependent Care FSA, the combined total you both can contribute is \$5,000. When considering how much to contribute, keep this in mind:

- You can enroll as of your program start date, and then file claims incurred on or after the first of the following month.
- You can request reimbursement up to your account balance. You will likely need to hold your dependent care expenses and submit them later in the year to build enough money in your account for reimbursement. Or, you can submit all of your dependent care expenses at the end of the benefit year and receive one lump-sum reimbursement.
- You have until April 15, 2025, to submit claims for reimbursement of expenses incurred between your plan effective date (usually your program start date) and March 15, 2025.

Use it or lose it! Any money remaining in your account after April 15, 2025, is forfeited, so carefully estimate your expenses through March 15, 2025. You can submit claims for eligible expenses incurred through March 15, 2025. You can make changes to your election *only if* you have a qualifying life event.



To learn more about the flexible spending accounts, watch a short video presentation at ucresidentbenefits.com.

To-Do's for New Hires



You can enroll in your health and insurance benefits beginning on your program start date, and you have 30 days to enroll. To receive your medical ID cards and begin using your benefits as of your program start date, complete your enrollment at least 15 days before your program start date.

If your program hire date is **before** July 1, you'll be required to enroll **twice**: once for the current 2023 benefit year and once for the upcoming 2024 benefit year. You will see this prompt in PlanSource when you enroll.

Your First 30 Days Requires Three Actions



1. EVALUATE YOUR NEEDS.

Do you want medical, dental and vision coverage?

UC covers the cost of all three, so nothing is deducted from your paycheck. To enroll in these benefits, visit PlanSource.

Do you need to cover anyone else in addition to yourself?

You can add your spouse or domestic partner and any dependent children up to age 26 in PlanSource.

Do you want a flexible spending account (FSA)?

You can choose to participate in one or both of the following: the Medical FSA, which lets you save pretax money that you can use to cover eligible health care expenses, and the Dependent Care FSA, which you can use to save pretax dollars for eligible dependent care costs. To enroll in an FSA, visit UCPath.

This summary of benefits is a brief outline of coverage, designed to help you with the selection process. This summary does not reflect each and every benefit, exclusion and limitation which may apply to the coverage. For more details, important limitations and exclusions, please review the Benefit Plan Summary. If there is a difference between this summary and the Benefit Plan Summary, the Benefit Plan Summary will prevail.



2. ENROLL IN BENEFITS.

Medical, dental, vision coverage

Log in to **PlanSource** to enroll yourself and your dependents in medical, dental and/or vision coverage. You will need to use a temporary username and password to begin.

Your temporary username is the first letter of your first name + the first 6 letters of your last name + the last 4 digits of your Social Security number.

Your temporary password is your birthdate (YYYYMMDD).

Example:

Your name: John Hancock

Social Security number: 123-45-6789

Username = jhancoc6789

You'll be prompted to change your temporary username and password following your initial login.

For more information on how to enroll, view step-by-step instructions at ucresidentbenefits.com.

Flexible spending accounts

Enroll in the Medical FSA and/or the Dependent Care FSA through **UCPath**. You can enroll once you are set up in the UCPath payroll system. Visit **UCPath > Enroll in Benefits** and select the **Open** button to make your FSA election. You should receive a confirmation email. If you do not, go back into UCPath and press **Submit**.



3. UPDATE YOUR INFORMATION.

Address and beneficiaries

Do not ignore this step. While logged in to PlanSource, you'll be prompted to update your address and beneficiary information. Your address is needed for ID cards and new benefit information, as well as tax documents. The person or persons you designate as beneficiaries are the ones who will receive benefit payouts (life insurance and disability benefits) in the event you die.

You are automatically enrolled in life, accidental death and dismemberment (AD&D), and short-term and long-term disability insurance.

ID cards: If you enroll in coverage for the first time, you'll receive a new medical ID card in the mail within 10 business days of your completed enrollment.

Resources to Support You

HUMAN RESOURCES

Holly Singleteary

hsingleteary@ucdavis.edu

(916) 734-1499

ENROLL

PlanSource

benefits.plansource.com

UCPath

ucpath.universityofcalifornia.edu

MEDICAL/PHARMACY/ BEHAVIORAL HEALTH

Anthem

anthem.com/ca

Anthem PPO members can call toll-free
(833) 674-9256, Monday through Friday,
8 a.m. to 8 p.m. PT.

ON-DEMAND MENTAL HEALTH CARE

Headspace Care

caresupport@headspace.com or
download the app

DENTAL

Delta Dental

deltadentalins.com

(800) 765-6003

Download the mobile app from the
App Store or Google Play.

VISION

VSP

vsp.com

(800) 877-7195

VIRTUAL CARE

LiveHealth Online

anthem.com/ca > Log In > LiveHealth
Online

(888) 548-3432

LiveHealth Online Psychology

anthem.com/ca > Log In > LiveHealth
Online > LiveHealth Online Psychology

(844) 784-8409

7 a.m. to 11 p.m. (in any time zone)

FAMILY PLANNING

Carrot

get-carrot.com/employee-support

(855) 459-0059

Monday through Friday
5 a.m. to 3 p.m. PT

LIFE, AD&D AND DISABILITY

New York Life

newyorklife.com/contact-us

(800) 362-4462

Life: FLX-968370

AD&D: OK-969845

STD: LK-752332

LTD: LK-965664

FLEXIBLE SPENDING ACCOUNTS

WEX

wexinc.com > Products >

WEX Benefits Platform > FSA

(866) 451-3399

ucresidentbenefits.com

UNIVERSITY OF CALIFORNIA HEALTHCARE PLAN NOTICE OF PRIVACY PRACTICES—SELF-FUNDED PLANS The University of California offers various health care options to its employees, retirees and their eligible family members through the UC Healthcare Plan. Several options are self-funded group health plans for which the University acts as its own insurer and provides funding to pay the claims; these options are referred to as the "Self-Funded Plans." The Privacy Rule of the federal Health Insurance Portability and Accountability Act of 1996, also known as HIPAA, requires the Self-Funded Plans to make a Notice of Privacy Practices available to plan members. The University of California Healthcare Plan Notice of Privacy Practices—Self-Funded Plans (Notice) describes the uses and disclosure of protected health information, members' rights and the Self-Funded Plans' responsibilities with respect to protected health information.

UC's Self-Funded Plans for 2024 include the UC Resident and Fellow PPO Plan, the UC Resident and Fellow HMO Plan, the Delta Dental PPO and the Vision Service Plan (VSP). A copy of the updated Notice is posted on the ucresidentbenefits.com website, or you may obtain a paper copy of this Notice by contacting your campus GME office. The Notice was updated to reflect the current health care plan options effective July 1, 2024. If you have questions or for further information regarding this privacy Notice, contact the UC Healthcare Plan HIPAA Privacy Officer at policyoffice@ucop.edu.