



Internal Medicine
Residency Program

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UC Davis Internal Medicine Residency Family Friendly Policies

We strive to create an inclusive and supportive culture in our residency program which includes supporting our residents, and their families, with life events.

Parental Leave

Our IM program administrator guides each resident through this transition when requesting a leave of absence.

The University leave policy offers residents:

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 twelve (12) 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 above during parental leave, the Resident or Fellow may use accumulated sick and/or vacation time for such pay.

Family Medical Leave Act (FMLA) and California Family Rights Act (CRFA): To remain on pay status, while on leave, a resident can apply **3 weeks of vacation (21 days per year) + sick leave (12 days per year) in addition to the paid parental leave (8 weeks).**

Please refer to the UC Davis Health's Leave and Accruals policies linked on our website.

It is important to keep in mind that the UC Davis Internal Medicine residency program and the ABIM may require extension of training for any time away from residency training exceeding 15 weeks.

Military Applicants: please consult the [Military Parental Leave Program For Service Members | An Official Air Force Benefits Website \(af.mil\)](#) to learn more about the specifics of the military's parental leave policy.

Lactation and Breastfeeding Support Services

UC Davis Health has an active Breast-Feeding Support Program for employees and spouse/partners. [Lactation Support Program](#)

- Access to lactation consultations
- Classes and Support group meetings for transition returning to work
- 20 private lactation rooms located throughout UC Davis Health campus equipped with hospital grade breast pumps
- Accommodations for time during the workday to pump

Family Care

There are several surrounding childcare centers near UC Davis Health Center.

A new Child Development Center is scheduled to open October 2022. This is a collaboration between SMUD+ Sacramento State University + UC Davis Health. UC Davis affiliates will have ~70 spots.

- To learn more go here: [Bright Path to Learning](#) . For additional child care resources: [UC Davis Child Care Options](#).
- Employees are eligible for a free [Bright Horizons Family Supports](#) subscription which provides preferred enrollment and tuition discounts for many centers in the region.