

## Vanderbilt University Medical Center Graduate Medical Education

### Additional Benefits Available to House Staff

This outline is intended as a guide only. For the most current, accurate details for benefits, please refer to the Employee Service Center at [human.resources.vumc@vumc.org](mailto:human.resources.vumc@vumc.org) or (615) 343-7000.

2023 Benefits Overview for candidates can be found here: <https://www.vumc.org/gme/tools-instructions-resources>

Questions regarding the benefits below can be referred to the Graduate Medical Education Office at [gme.office@vumc.org](mailto:gme.office@vumc.org) or (615) 322-4916.

Benefit	Description
Voluntary Long-Term Disability	This program solely for house staff is offered through MarshMcLennan Agency (MMA). For information regarding this option, details can be found in the house staff manual ( <a href="https://www.vumc.org/gme/sites/default/files/public_files/HS-Manual-FINAL.pdf">https://www.vumc.org/gme/sites/default/files/public_files/HS-Manual-FINAL.pdf</a> ) and/or contact MMA's Vanderbilt GME Representative, Marc Flur, at (919) 418-8630 or via email at <a href="mailto:marc.flur@marshmma.com">marc.flur@marshmma.com</a> for premium information.
Vacation	All house staff are eligible for three weeks (i.e. 15 business days or 120 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: <a href="https://www.vumc.org/gme/sites/default/files/public_files/HS-Manual-FINAL.pdf">https://www.vumc.org/gme/sites/default/files/public_files/HS-Manual-FINAL.pdf</a>
Sick Leave	House officers accrue paid sick time at the rate of one day per month except when they are on unpaid leave. Sick time can only be used for time off due to the resident's illness or the illness of an eligible family member. Details can be found in the house staff manual: <a href="https://www.vumc.org/gme/sites/default/files/public_files/HS-Manual-FINAL.pdf">https://www.vumc.org/gme/sites/default/files/public_files/HS-Manual-FINAL.pdf</a>
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: <a href="https://www.vumc.org/gme/sites/default/files/public_files/HS-Manual-FINAL.pdf">https://www.vumc.org/gme/sites/default/files/public_files/HS-Manual-FINAL.pdf</a>
Parental Leave	For birth of a child or adoption house staff qualify for 6 weeks paid parental leave. Details can be found in the house staff manual: <a href="https://www.vumc.org/gme/sites/default/files/public_files/HS-Manual-FINAL.pdf">https://www.vumc.org/gme/sites/default/files/public_files/HS-Manual-FINAL.pdf</a>
Parking	Parking is underwritten by VUH and all affiliated hospitals. GME pays for all GME appointed house staff parking.
On Call	Vanderbilt will provide sleeping quarters, meals, and cab ride home for residents when on call overnight in Vanderbilt University Medical Center.
Laundry	White coats, scrubs and the laundry of such will be provided.
Go for the Gold	The Go for the Gold program includes three steps. Complete each step by October 31 <sup>st</sup> by logging into your Health <i>Plus</i> Health Guide. Earn rewards up to \$240 per year. (Step 1. Health Assessment, Step 2. Wellness Actions Log, Step 3. Game Plan for Your Health) Incentives: Go for the Gold Wellness Credit: Faculty and staff paying for Vanderbilt Health Plan benefits on January 1 <sup>st</sup> that completed Go for the Gold can earn a Wellness Credit of up to \$240. Details: <a href="https://www.vumc.org/health-wellness/about-go-gold">https://www.vumc.org/health-wellness/about-go-gold</a> This credit can also be used towards a membership to the Vanderbilt Recreation Center. Details: <a href="https://www.vumc.org/health-wellness/go-gold-incentives-vumc">https://www.vumc.org/health-wellness/go-gold-incentives-vumc</a> Vanderbilt Recreation Center Website: <a href="https://www.vanderbilt.edu/recreationandwellnesscenter/">https://www.vanderbilt.edu/recreationandwellnesscenter/</a>
Dayani Center for Health and Wellness	House staff are eligible for a GME-supported membership at the Dayani Center for Health and Wellness. The facility is a medical rehab center that includes an indoor pool, indoor track, stationary exercise equipment, locker rooms and a variety of land and aquatic based group fitness classes. The facility is open M-Th 6:30 AM – 6:00 PM and Friday from 6:30 AM – 5:00 PM. The facility is closed on weekends. The application/release form is available at the Dayani Center. Details: <a href="https://www.vanderbilthealth.com/service-line/dayani-center-health-and-wellness">https://www.vanderbilthealth.com/service-line/dayani-center-health-and-wellness</a> .