



www.unityhealthresidency.org

<date>

Categorical Resident Contract

This contract is made between <name> and the Unity Health System Internal Medicine Residency Program, 1555 Long Pond Road, Rochester NY 14626, for the purpose of graduate medical education in Internal Medicine at the PGY ____ level.

Term: This contract covers the period July 1, 20XX to June 30, 20XX. Ours is a three-year (categorical) Internal Medicine Residency program. Residents receive a new contract for each subsequent year, provided that all performance expectations are met. This contract supersedes any prior contracts for the same purpose and covering the same time period.

Every resident is expected to complete the full term of his/her contract. If, because of personal extenuating circumstances, a resident must break his/her contract, the resident must give at least two months notice to the Internal Medicine Program Director.

Resident Responsibilities: During this period of training, the Program will assign all residents' duties. Assignments include general medicine service, subspecialty services, Emergency Center, Intensive Care Unit, ambulatory care, and evening and night coverage assignments. Each resident must agree to be bound by the Residency Program and Hospital policies at all times. These policies are available in the Program Office and on the Residency Program intranet site.

Compensation: The annual stipend will be \$XX,XXX.00. Residents also receive limited support for educational materials and travel.

Conditions of Reappointment:

1. All appointments (contracts) are for a period of one year. Residents may be reappointed for each subsequent year of training contingent upon the resident's satisfactory completion of the previous post-graduate year.
2. Unity may terminate this contract at any time if a resident's performance is not satisfactory. Appointment or reappointment does not constitute an assurance of successful completion of the Residency Program or post-graduate year. Satisfactory completion is based on satisfactory performance by the resident as measured by Program standards.
3. Non-renewal and termination of contract procedures are outlined in the Academic Due Process Policy, which is available on the Residency Program intranet site.

Appeals/Grievance Procedures: The process for appealing such judgments is documented in the Academic Due Process Policy, which can be found on the Residency Program intranet site.

Professional Liability Insurance: Professional liability insurance is provided by Unity Health System for all residents. This benefit provides coverage for clinical rotations that are part of your residency training. The Hospital's professional liability insurance includes "tail coverage," which provides protection against awards from claims reported or filed after the completion of the Residency Program, if the alleged acts or omissions by the resident occurred during training and are/were within the scope of the Program.

Health and Disability Insurance: Unity Health System contributes to individual or family health insurance, individual disability insurance, life insurance, dental insurance, and a retirement plan. All employees of Unity Health System have access to counseling and psychological support services through the Employee Assistance Program (EAP). Mental health services are also provided through the various health insurance plans.

Vacation/Leave of Absence: Unity provides 20 days of paid time off (PTO) per year. The Program also has policies relating to Leaves of Absence (including their effect on satisfactory completion of the Program and board eligibility), Family Medical Leave Act (including Parental Leave), and sick leave.

Duty Hours: Unity Health System is responsible for promoting resident well-being and patient safety through carefully constructed duty-hour assignments and faculty supervision. Resident duty hours are monitored in accordance with guidelines set forth by the Accreditation Council for Graduate Medical Education (ACGME) and the New York State Department of Health.

Moonlighting: Professional activities outside the Residency Program (moonlighting) are prohibited to the extent that they may interfere with Residency Program responsibilities. The moonlighting policy can be found on the Residency Program intranet site.

Work Environment: The Residency Program intranet website includes detailed policies and procedures, including those related to gender or other forms of harassment, physician impairment, substance abuse, meal allowances, lab coats, and laundry services. Policies and procedures to address grievances related to the work environment, Program administration, or faculty are also found on the Residency Program intranet site.

Accommodation for Disabilities: Unity Health System is committed to complying with the Americans with Disabilities Act (ADA) and to providing equal opportunity for qualified persons with disabilities. All employment practices and activities are conducted on a non-discriminatory basis. Unity Health System will follow any state or local law that provides greater protection than the ADA to individuals with disabilities.

Institutional Commitment: Unity Health System is committed to provide the necessary educational, financial, physical, and human resources to support graduate medical education.

Employment Eligibility:

This offer is contingent upon the following:

1. Federal law requires that all new employees verify employment eligibility before beginning work. Therefore, Unity requires all new employees to provide employment eligibility verification documents as defined by law. Document verification must be complete prior to the start of orientation.
2. All new employees must complete and pass a health placement examination one week prior to the start of orientation. This exam is available at no charge by Unity Health System's Employee Health Department

Acceptance: I have read this contract and agree to accept this appointment as offered for the period above. In accepting this appointment, I agree to abide by the policies of the Unity Health System Internal Medicine Residency Program.

Resident Doctor, M.D.

Date

Michael R. DiSalle, M.D.
Program Director
Internal Medicine Residency Program

Martha W. Hamaker
Administrative Director
Internal Medicine Residency Program