



Trainee Compensation and Benefits: Time Off Plans

Mayo Clinic School of Graduate Medical Education (MCSGME)

Trainees are eligible for the following time off outlined below as part of the total compensation and benefits package:

<p>Vacation</p> <ul style="list-style-type: none"> • 15 paid working days per year • May carryover 5 days maximum per year within the same training program • Does not include weekends or Mayo Clinic recognized holidays 	<p>Trips (CME Conferences)</p> <ul style="list-style-type: none"> • 1 attendance trip per program (2 for programs 6 years or longer), up to 5 days (“regular”) • 10 presentation trip days per academic year associated with Mayo Clinic research (maximum of 5 trips per academic year) • Up to \$800 for registration fee and \$1,750 for travel expenses reimbursed per approved trip • One local attendance (geographic region of home site or virtual course) per year with up to \$500 for registration fee reimbursed • Additional attendance trips may be allowed in specific circumstances 	<p>Short-Term Disability (STD)¹</p> <ul style="list-style-type: none"> • No waiting period, (ie, available on orientation or program start date) • Up to 13 weeks paid per year (reasons for use vary per state: typically, personal illness or illness of child; includes 6 weeks for birthing parent or as medically necessary deemed by health care provider)
<p>Long-Term Disability (LTD)</p> <ul style="list-style-type: none"> • Available for leave that goes beyond 13 weeks (including weekends) of STD • LTD is a voluntary benefit and must be elected during benefit enrollment period 	<p>Parental Leave¹</p> <ul style="list-style-type: none"> • 10 paid working days within 12 weeks of birth of child or adoption/foster placement for birth or placement occurring on/or after January 1, 2022 • Available to birthing parent, non-birthing parent, and adoptive/foster parents 	<p>Personal Leave of Absence</p> <ul style="list-style-type: none"> • Without stipend (unpaid) and in full-day increments • Benefits including term life, disability income, and hospitalization—major medical insurance coverage will continue for up to 6 months
<p>Leave for Specialty Certification, Specialty Board, or Licensure Examinations</p> <ul style="list-style-type: none"> • Up to 5 paid days away to take exam(s) throughout training 	<p>Employment/Fellowship Interviews</p> <ul style="list-style-type: none"> • Up to 8 paid days away—5 for Mayo Clinic and Mayo Clinic Care Network (MCCN) interviews, and 3 for non-Mayo/MCCN interviews 	<p>Emergency and Funerals</p> <ul style="list-style-type: none"> • 1–5 paid days per instance due to serious illness or death in immediate family

¹ **Birthing parent example: provided up to 12 weeks of leave**—the first 6 weeks is medical leave related to birth of child paid through STD, plus 10 days paid parental leave; additional time up to 12 weeks is personal (unpaid) leave and/or vacation time as approved by program.

Paid Sick Leave (ARZ only)—up to 128 hours per year in Arizona only due to Paid Sick Leave Laws.

Family Medical Leave (FMLA)—An eligible trainee is allowed up to 12 weeks of FMLA during a 12-month period. Eligible trainee must have been an MCSGME trainee and/or worked for Mayo Clinic for at least 12 months, and worked at least 1,250 hours over the past 12 months in the payroll system. Wisconsin law requires eligibility after 1,000 hours worked.

Medical and dental appointments—appointments for health care, including mental health care, that do not require a full day of absence are not counted as a leave, and are accommodated within the training program.

Impact on Board Eligibility and Program Completion

- Each program must provide trainees with a written policy in compliance with its specialty/board certification or program requirements concerning the effect of leaves of absence, for any reason, on:
 - satisfying the criteria for completion of the training program; and
 - information relating to the access of eligibility for certification by the relevant certifying board.
- Absences in excess of specialty/board or program requirements may result in an extension of the trainee’s training program.

Note: This information is only a snapshot of available days to be take away from the program per various policies. Accommodations and circumstances vary per trainee and per program, and leave requests are reviewed individually.