

Children's Hospital Boston Department of Medicine
- Maternity Leave Policy for Clinical Physician Fellows

Description/Eligibility

The Maternity (pre and post partum) leave benefit applies to Clinical Physician Fellows in the Department of Medicine who are enrolled in a DoM recognized fellowship training program, are benefit eligible through Children's Hospital Boston, and are unable to work due to maternity (pre and post partum.)

Length

The Maternity leave benefit is eight weeks paid (pre/post partum) leave. Under the Federal Family Medical Leave Act (FMLA) individuals are allowed to take a total of 12 weeks per year for maternity leave purposes. If this is in fact chosen, the remaining four weeks taken under FMLA will be unpaid. Fellows may elect to use their four weeks of vacation time instead to continue to receive their salary. Any additional time greater than the eight week benefit and four weeks of vacation will be unpaid. Depending on the Board under which the fellow is training, they may require an extension of their training. Fellows should discuss these conditions with their fellowship director.

(Note- FMLA and the maternity leave benefit run concurrently.)

Compensation for Maternity Leave

The Fellow's salary will be paid for 8 weeks of Maternity Leave (pre and postpartum). The funds for the continued salary will come from several salary sources. T32 funding can continue for the 8 weeks of leave. STD begins after 1 week and covers 6 weeks for vaginal delivery and 8 weeks for C'section. Division funds will apply to the balance. The timeline noted below:

1 week	6 weeks	1 week	4 weeks
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1. Week 1- Division funds or T32 (if applicable.) Forms signed for STD
2. Weeks 2-7- A combination of continuation of T32 funding (if applicable), Short term disability and Division funds
3. Week 8- A combination of T32 funding (if applicable) and Division funds
- 4. Weeks 9-12 - Fellow can take vacation time or unpaid leave.