The following information describes benefits and the terms and conditions of employment for all residents and fellows, collectively termed as “residents” or “housestaff” who are participants in accredited programs that are covered under the collective bargaining agreement with the Committee of Interns and Residents (CIR/SEIU). It is updated annually.

**Statement of Commitment to Graduate Medical Education**
Mount Sinai St. Luke’s and Mount Sinai Roosevelt (MSSLR), affirms its commitment to Graduate Medical Education by providing and maintaining the institutional infrastructure including personnel, equipment, facilities and resources necessary to support an appropriate academic environment. The educational environment will foster professional and personal development by providing organized educational programs, appropriate guidance and supervision of all residents and fellows to deliver outstanding compassionate medical care.

**Annual Salaries**
Annual salaries for Residents in Accredited Graduate Medical Education Programs that will go into effect on 7/1/2016 and are expected to remain in effect for 7/1/2016.

<table>
<thead>
<tr>
<th>PGY</th>
<th>Effective 7/1/2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>SL-PGY1</td>
<td>$62,682.20</td>
</tr>
<tr>
<td>SL-PGY2</td>
<td>$66,788.56</td>
</tr>
<tr>
<td>SL-PGY3</td>
<td>$70,879.50</td>
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<tr>
<td>SL-PGY4</td>
<td>$73,420.74</td>
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<td>SL-PGY5</td>
<td>$76,040.42</td>
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<td>SL-PGY6</td>
<td>$78,100.68</td>
</tr>
<tr>
<td>SL-PGY7</td>
<td>$80,100.49</td>
</tr>
</tbody>
</table>

- Salaries are paid on a bi-weekly basis

**Health and other Insurance Benefits**
The resident shall be entitled to receive fringe benefits on the first recognized day of his/her program.
*Provided through the Committee of Interns and Residents Benefits Plan.

**Life Insurance and Disability Coverage**
*Provided through the Committee of Interns and Residents Benefits Plan.

**Malpractice Coverage**
Residents are covered by the Hospital Center’s malpractice insurance for acts and/or omissions that arise out of employment-related patient care activities. Coverage may be extended for activities that are not considered to be directly related to a staff physician’s hospital duties and responsibilities, provided that prior approval has been obtained, in writing, from the Director of Service as well as from the Hospital Center’s Risk Manager. Residents are also covered by the Hospital Center’s malpractice insurance for any approved elective taken in other programs outside of the Hospital Center, as long as the elective is...
located in the United States. Residents are protected against awards from claims reported or filed after the completion of the resident’s training if the alleged acts or omissions are within the scope of the training program.

**Vacation**
The annual entitlement for a twelve-month period is four weeks. Vacation time for all residents will be taken during the year accrued.

**Sick Time/Leave**
Twelve (12) days of paid sick leave is provided per year to a maximum of 48 days. There are provisions for bereavement leave and family and medical leave consistent with the Family and Medical Leave Act of 1993. *Effect of Leave on Training: Any Leave of Absence, Disability Leave, or other time off which results in the resident’s inability to meet the training time requirements set forth by the appropriate board will result in an extension of the resident’s training program.*

**Duty Hours**
In keeping with Section 405.4 of the New York State Regulations, and ACGME guidelines on Residents Work Hours and Supervision, MSSLR is committed to full compliance regarding duty hours.

**Direct Deposit**
Arrangements may be made for direct deposit of paycheck to the bank of the resident’s choosing.

**Savings/Annuities**
Housestaff may elect to have deductions from their paychecks for US Savings bonds. The Hospital Center has a voluntary Tax Sheltered Annuity Plan 403(b) savings plan. This plan allows housestaff to save on a pretax basis and to build a financial reserve for retirement. 403(b) options are available through Fidelity Investments, as administrator.

**On-Call Rooms**
Residents who are required to take call in the hospital will be assigned to on-call rooms by their programs.

**Meals**
*Current CIR Agreement provides:* Meals or a meal allowance are provided for teaching conferences. Residents with evening on-call responsibility will also receive a meal allowance. The amount of the total meal allowance each resident receives has been negotiated and is determined by their program. The meal allowance will be payable in two equal installments, one-half in January and one-half in July/August of each year.

**Education Benefits**
*Current CIR Agreement provides:* Categorical residents who start as PGY1 residents and successfully pass USMLE Step 3 by the end of the first eighteen months of their training in any SLR residency program will be reimbursed for the exam fee by the hospital. If a resident completes his/her first year of training in another institution, he or she will also be eligible for reimbursement until the end of the PGY2 year. Requests by housestaff to use personal days, vacation days or unpaid leave to take the test will not be unreasonably denied.

Residents will not be eligible for reimbursement of the USMLE Step 3 exam fee when the exam was taken prior to the first recognized day of their SLR training program.

*Current CIR Agreement provides* The Hospital will provide an educational textbook allowance of $450 per academic year per house officer on a reimbursement basis only. This reimbursement will be for appropriate textbooks and journals including the electronic equivalents.

**Housing**
The Hospital provides housing to residents in ACGME and ADA approved programs who submit an application and the appropriate deposit by a specific cut-off date. The Hospital Center owns and operates three apartment buildings (at 515 West 59th Street and 10 Amsterdam Avenue near Roosevelt Hospital) for this purpose. The Real Estate Office makes all rent determinations, and rent is deducted automatically
from residents’ paychecks. The Hospital Center understands the need to provide housing at a cost that is fair and consistent with applicable laws and market conditions. **Terms of the current CIR agreement provide that the increase in rent will not exceed 5% in any year.**

Only the resident and immediate family (spouse/partner and children only) who live in the apartment full time are eligible for housing. Parents, siblings, other relatives, and live-in help are not eligible for housing or considered for the apartment size. **For more information, see the attached Real Estate information sheet of Rental Rates and Assignment Priorities.**

**Pre-Employment Health Assessment**
All new employees are required to undergo a pre-employment assessment and be medically cleared by Employee Health Service before they can begin to work.

**Pre-Employment Drug and Background Screening**
MSSLR has a pre-employment drug testing policy for all employees. All housestaff accepted into residency/fellowship programs at the Hospital must submit to a drug screen. Employment (or acceptance into the training program) will be finalized only upon completion of a **negative drug screen**. Additionally required, is a successful background investigation confirming the accuracy and completeness of the information on an individual’s application and associated forms; reference checks; verification of academic credentials; and the presentation of proof of eligibility to work in the United States in accordance with the Immigration and Naturalization Service Act.

**Required Life Support Training**
**BCLS** (Basic Cardiac Life Support) is required for all incoming residents. **ACLS** (Advanced Cardiac Life Support) is a pre-employment requirement for many of the residency/fellowship programs. Additionally, some departments require residents to be certified in other training such as **PALS** (Pediatric Advanced Life Support) or **ATLS** (Advanced Trauma Life Support). Incoming housestaff will be informed, by their program director, of the training program’s specific requirements. All incoming housestaff will be given the opportunity to attend the required BCLS and/or ACLS (and PALS or ATLS if required) training offered by MSSLR without charge.

**Infection Control and Barrier Precautions**
The New York State Department of Health’s Infection Control training Law was amended in 2008 to require medical residents and medical students to complete training every four years. If they have not already done the training, all incoming housestaff will be given the opportunity to take the required training on-line without charge.

**Orientation and Other Pre-Employment Requirements**
MSSLR expects new housestaff to be available in advance of their official start date to attend a special new employee orientation for housestaff and to get all of the additional training as required.

**Selection**
MSSLR strives to maintain competitive, high quality Graduate Medical Education Programs that provides fair and equitable access to individuals and will use selection criteria for eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. MSSLR will not discriminate against any applicant based on race, color, sex, religious creed, national origin, age, veteran status, disability, political affiliation, sexual orientation or marital status.

**Contract**
Each resident, prior to his/her employment, will receive a detailed written contract.

**Duration of Appointment**
The term of appointment is for one year only and is subject to renewal prior to each academic year based on the resident's prior year’s performance and evaluations.

**“Match” Commitment**
The listing of an applicant by a program on its certified rank order list or of a program by an applicant on the applicant's certified rank order list establishes a binding commitment to offer or to accept an appointment if a match results. MSSLR and its training program directors have signed the Match
Participation Agreement and will honor their commitment to accept the candidates that result from the “Match”. All candidates should review the Match Commitment Start Date information listed on their contract, which contains the requirements and conditions of an appointment before including the MSSLR training program on their match list. All candidates requiring visa sponsorship must discuss that sponsorship with the program and understand what visa sponsorship would be available to them at MSSLR and be aware of the start date requirement listed below.

“Match” Commitment Start Date
Most programs begin their training each year on July 1st. Some programs have earlier start date June 17th; each candidate should confirm the start date so that he/she clearly understands the terms of their match agreement with that MSSLR training program. If a program has a start date of July 1st, it is expected that the candidate be ready to begin training by July 1st for the commitment to be met.

We invite you to visit our Graduate Medical Education website: http://www.wehealny.org/professionals/slr_gme/Prospective_Trainees.html