

## HIGHLIGHTS OF UNM HOUSESTAFF BENEFITS

### LEAVE:

ANNUAL	All housestaff earn 21 days of annual leave per contract year.
SICK	All housestaff earn 21 days of sick leave per contract year.
MATERNITY/ PATERNITY	All houseofficers earn 14 days of maternity or paternity leave per contract year.
FAMILY	Family leave comprises available annual and sick leave, with further leave of absence without pay possible to bring total to 4 months. Health insurance premiums are paid by UNM during months taken as leave without pay during approved family leave.
EDUCATIONAL	Five days paid leave to present papers, take exams, or attend educational seminars may be granted with advance approval per contract year.
PROFESSIONAL	Paid leave of up to five days per residency for the purpose of interviewing for professional employment or other medical training.
CATASTROPHIC LEAVE	Catastrophic leave must be approved and requested in writing. It is to be used after sick and annual leaves are exhausted and offers opportunity for continued pay status not to exceed sixty (60) days.
HOLIDAYS	New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and New Year's Eve.

### INSURANCE:

HEALTH	<p>Health care coverage for housestaff and their dependents is available through Blue Cross/Blue Shield. Care or referrals obtained from a UNM primary care provider at the UNM Health Sciences Center require no deductible or co-payment for most services, including hospitalizations.</p> <p>The resident's share of the premium for this flexible plan, which can be used alternately as a PPO and as a traditional indemnity plan involving deductibles and monthly co-payments is \$96.86 for individual coverage and \$298.68 for family coverage while participating in the residency program. Employee contribution subject to annual change based on cost.</p> <p>The plan may be continued for up to 18 months past the end of residency training, in which case the insured pays the entire monthly premiums.</p>
DISABILITY	Disability insurance is provided to housestaff. Monthly shared cost is \$1.53 per month for trainees. After 90 days of disability, the plan pays 60% of salary up to age 65, up to a policy maximum. This plan can be converted to an individual policy upon termination with the University.
LIFE	The University carries \$75,000 group life coverage on housestaff. The policy contains an accidental death and dismemberment component in addition
DENTAL	Dental insurance is available for housestaff and their dependents. Individual coverage costs the houseofficer is \$8.00 per month. Family coverage cost \$20.40 per month.
VISION	Vision coverage is available for Housestaff and eligible dependents. Individual cover is \$1.14 per month while family coverage is \$2.46 per month.
PROFESSIONAL LIABILITY	While engaged in residency program activities, housestaff are covered by the State of New Mexico Risk Management Division, pursuant to the New Mexico Tort Claims Act, Section 41-4-1 <i>et seq.</i> , NMSA 1978. Insurance of the per occurrence type will be provided under that act. This does not extend to moonlighting activities.

**MISCELLANEOUS:**

CALL ROOMS	Provided at University Hospitals and the VAMC
MEALS ON CALL/IN HOUSE	Provided at University Hospital and the VAMC.
403 (b) PLAN	Voluntary tax-deferred salary reduction plan available.
HEPATITIS B VACCINE	Available at no cost to housestaff.
NUSENDA CREDIT UNION	Eligible for membership, branch office close to hospital.
EDUCATIONAL FUNDS	A minimum of \$450 per year for academic purposes.
USMLE Step III	USMLE will be paid by GME for the first attempt during the HO II year as required for promotion.
PARKING	Available at reduced rates of \$40 yr in University Hospital lots.
TUTORSHIP REMISSION	Reimbursement for up to 8 hrs (4 Summer) for academic credit in health related field for professional development upon successful completion.
WORK OUT FACILITIES	Tennis, golf, pool and gym facilities are available to housestaff and dependents.
UNIFORMS	White coats and laundry service provided by UH central supply.
UNION	UNM is a member of the Committee of Interns and Residents <a href="http://www.cirseiu.org">http://www.cirseiu.org</a>

**REQUIREMENTS TO TRAIN AT UNM:**

ELIGIBILITY	Graduate of an LCME accredited medical school in U.S. or Canada. Graduate of an AOA accredited osteopathic school in U.S. International Medical Graduate with a valid ECFMG certificate or Fifth Pathway completed in an LCME accredited medical school. U.S. citizen, US permanent resident with a valid work permit, visitor with a J-1 Visa. *Trainees will not be allowed to participate in any educational activity, including orientation, until all work authorization documentation is received at the Office of GME.
SELECTION	UNM sponsored programs participate in the NRMP and other specialty matches to fill positions. The University is an Equal Opportunity employer.
LEVEL OF APPOINTMENT	The level or appointment within the training program is determined by the number of years of postgraduate training which are approved by, and acceptable to the Residency Review Committee and certifying board of the particular current specialty of pursuit.
LICENSURE	The NM Board of Medical Examiners issues a training license through the GME office to houseofficers to participate in residency programs. Any activity outside the training program (i.e. moonlighting) requires a New Mexico license to practice medicine
EDUCATIONAL ACTIVITIES	Housestaff participate in the teaching programs and in the educational activities of their individual departments under the guidance and direction of the Department Chairman, Program Director and the Chief of Service to which they are assigned.
USMLE STEP III	Application must be made to Federation of State Medical Boards approximately one month prior to end of Intern year. All residents must pass USMLE Step III to be eligible for promotion to the HO III level. Application for unrestricted medical license or Public Service license must be made at the same time from NM Medical Board in Santa Fe.
DRUG SCREEN	Urine Testing is required for some affiliated institutions.
Salary 1/01/2015	<b>HO I \$49,556    HO II \$51,164    HO III \$53,026    HO IV \$54,988</b> <b>HO V \$57,369    HO VI \$59,480    HO VII \$61,918</b>
Salary 1/01/2016	<b>HO I \$50,795    HO II \$52,443    HO III \$54,351    HO IV \$56,362</b> <b>HO V \$58,803    HO VI \$60,967    HO VII \$63,466</b>