

HIGHLIGHTS OF UNM HOUSESTAFF BENEFITS

LEAVE:

ANNUAL	All housestaff earn 21 days of annual leave per contract year (15 weekdays, 6 weekend days).
SICK/HEALTH	All housestaff earn 21 days of sick leave per contract year (15 weekdays, 6 weekend days).
MATERNITY/ PATERNITY	All houseofficers earn 14 days of maternity or paternity leave per contract year (10 weekdays, 4 weekend days).
FAMILY	Family leave comprises available annual and sick leave, with further leave of absence without pay (under FMLA) 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 per contract year with advance approval by the program.
PROFESSIONAL	Paid leave of up to total five days per duration of the residency or fellowship training program for the purpose of interviewing for professional employment or further medical training.
CATASTROPHIC LEAVE	Catastrophic leave must be approved and requested in writing. It is to be used after sick and most annual leave are exhausted and offers 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.
WELLNESS	½ day per quarter, or saved for 1 day per half year, for each year per contract.

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 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 currently \$81.41 for individual coverage and \$236.08 for family coverage while participating in the residency program. Employee contribution is 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 through COBRA, 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 also contains an accidental death and dismemberment component.
DENTAL	Dental insurance is available for housestaff and their dependents. Individual coverage costs the houseofficer \$8.00 per month. Family coverage costs \$20.40 per month.
VISION	Vision coverage is available for Housestaff and eligible dependents. Individual coverage is \$1.30 per month, while family coverage is \$2.80 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 external 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 \$600 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 REIMBURSEMENT	Reimbursement for up to 8 hrs per semester (4 summer) for academic credit toward a degree (e.g., masters) in health-related field for professional development, upon successful completion.
WORKOUT FACILITIES	Tennis, golf, pool and gym facilities are available to housestaff and dependents through the Johnson Gym.
UNIFORMS	White coats, laundry service provided by UH central supply.
UNION	UNM is a member of the Committee of Interns and Residents http://www.cirseiu.org

REQUIREMENTS TO TRAIN AT UNM:

ELIGIBILITY	Graduate of an LCME accredited medical school in U.S. or Canada, or 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. Only graduates of schools approved by the California Medical Board are eligible for training licenses in New Mexico. 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. DS 2019 must be indicated by the ECFMG as complete one week prior to start date. Non-NRMP trainees will be subject to withdrawal of offer to train at UNM HSC for failure to comply.
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 approved by the RC and certifying board of the current specialty.
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 (external i.e., moonlighting) requires an unrestricted New Mexico license to practice medicine.
EDUCATIONAL ACTIVITIES	Housestaff participate in the teaching programs and educational activities of their individual departments under the guidance and direction of the Division Chief, Department Chair, Program Director and the Chief of Service / Medical Director 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 prior 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 8/01/2019	HO I \$53,898 HO II \$55,646 HO III \$57,671 HO IV \$59,805 HO V \$62,396 HO VI \$64,692 HO VII \$67,343

