

JOINT COMMUNICATION – MAY 2019

CLARIFYING INTERPRETATION of the RESIDENT PHYSICIAN AGREEMENT

The Joint Consultation Committee (JCC) has representation from AHS, PARA, the University of Alberta and the University of Calgary and meets regularly to discuss the interpretation and administration of the Resident Physician Agreement. Since the ratification of the current Agreement, the JCC has met twice to review the interpretation of the Agreement in a number of areas. The following has been agreed upon by all parties to the Agreement:

1. Article 12: Educational Leave

There are certain learning opportunities that do not fit into Article 8.03 including accreditation and committee work for the Royal College and/or College of Family Physicians. Typically these committees value Resident Physician involvement, provide excellent learning opportunities for trainees, and are important to the profession. As such, the requests for these leaves should be applied for in accordance with Article 12.01(a) Short Term Educational Leave.

2. Article 13: Exam and Study Leave

For the CFPC exam, the following has been agreed upon:

- a) Time off - The CFPC exam is a single exam – the exam occurs over three days and individuals may be assigned to write the exam on any two out of the three days. This means that the required exam leave can be either three or four days, depending on the days assigned for the exam. This may be extended by an additional two days if travel is required.
- b) Scheduling – In the event that the exam is scheduled for the first and third day of the examination period, the Resident Physician cannot be scheduled for either on-call duty or Standard Duty Hours on the day in between the two exam days.
- c) Study Leave - As a single exam, the available study leave for the CFPC exam will be up to five days.

There is no change to the prior understanding regarding the Royal College exams – each component is to be treated as a ‘separate’ exam leave and a ‘separate’ study leave.

3. Article 20.02: Vacation Scheduling

It is understood that vacation scheduling this year may pose more of a challenge than other years due to the introduction of Study Time, the deletion of the ability to carry vacation over into the next year and the Internal Medicine exam now being in June. Generally, vacation is scheduled at a time that is requested by the Resident Physician and is mutually agreed upon between the Resident Physician and their Program Director. In the event that the Resident Physician and Program Director cannot mutually agree upon a time for vacation, the Program Director is expected to schedule the vacation, providing the Resident Physician with at least eight weeks’ notice.

It is agreed that vacation should not be scheduled so as to detrimentally impact learning. In general, if vacation has already been requested and approved, then that time should continue to be scheduled as vacation time and not be amended to study leave. Further, in cases where the vacation is being assigned by the Program Director, the Program Director should ensure that the timing of vacation should:

- Not occur during an out-of-city elective block or in a research block, unless the elective or research period occurs over multiple blocks,
- Consider the impact on completion of the rotation (i.e. not be scheduled in the same rotation multiple times).

4. Article 20.03(b): Vacation Payout

In order for a vacation payout to occur the following steps must be taken:

- a) Resident Physician must have proof that vacation was requested and was denied by the program.
- b) Resident Physician needs to request payout of unused vacation to the home Program Director.
- c) Program Director confirms that unused vacation could not be used and cannot be scheduled due to service commitments.
- d) Program Director approves the request and forwards the request to the PGME Associate Dean for final approval.
- e) PGME Associate Dean provides the final approval and forwards the information to AHS Medical Affairs for processing.

There is no form. This is all done using email communications.

5. Article 23.03(c): Weekend Shift-Based Duty Hours

The Agreement is clear that if an individual Resident Physician works on any portion of Saturday or Sunday, this is deemed to be working on the weekend. It doesn't matter when the shift actually commences. Hence, shifts scheduled to begin at 11:59 p.m. on Friday are weekend shifts. Shifts that commence at any time on Sunday, including 11:59 p.m., are also considered to be weekend shifts.

6. Article 30.01(c): CMPA Reimbursement

For the reimbursement to occur, the Resident Physician must provide proof of payment of CMPA dues to AHS Medical Affairs. The reimbursement will occur two ways:

- a) Lump-sum payment – if a Resident Physician has paid the CMPA dues for the 2019-2020 academic year before or in early July, then upon submission of the proof of payment, the \$1,500.00 partial reimbursement will be processed in July (with payment expected to occur by the end of July).
- b) Monthly payments – if a Resident Physician is paying the CMPA dues for the 2019-2020 academic year in monthly installments, then upon submission of proof of payment of at least \$1,500 (which will probably occur by March 2020), the reimbursement will be processed.



It should be noted that in either situation the Resident Physician will need to submit the claim for reimbursement using iExpense.

7. AHS Connect Care Training

Details regarding required training on Connect Care will be provided in the future. Once the training schedule has been finalized, the parties will discuss how the Agreement will apply to the training.