



VALLEY HEALTH TEAM
Family Medicine Residency Program

Section:	<i>Family Medicine Residency Program</i>
Document Number:	<i>GME008</i>
Title:	<i>Benefits</i>
Responsible Department:	<i>Graduate Medical Education</i>
Created:	<i>07/12/2016</i>
Revised:	<i>04/26/2019</i>
Superseded:	<i>07/12/2016</i>
GMEC Approved:	<i>05/23/2019</i>
Board of Directors Approved:	<i>07/18/2019</i>
Effective:	<i>07/19/2019</i>
Page:	<i>1 of 3</i>

POLICY:

Valley Health Team, Inc. (VHT) offers benefits to all eligible residents as defined by GME.

SCOPE:

This policy applies to all residents training in VHT sponsored programs.

PURPOSE:

To ensure the health and wellbeing of all trainees in the VHT sponsored programs.

PROCEDURE:

Housestaff are eligible for health, dental, life, accidental death and dismemberment, long-term disability, and vision plans offered through VHT. Housestaff insurance is not bundled; therefore, if a trainee opts out of health insurance then he/she may elect to enroll in dental, life insurance and vision which is a voluntary plan. These benefits, options, and annual premiums are re-negotiated annually by VHT Human Resources. Contact Human Resources for information regarding plan choices.

Health Insurance:

Each resident must submit to his/her program coordinator the health insurance enrollment form within 30 days of the appointment date. Each year, the months of November and December are Open Enrollment. New enrollment and/or changes in coverage must be made during this period of time; elective changes are not allowed at any other time during the academic year. Upon initial selection of coverage and enrollment, the effective date of coverage will be retroactive to the date of employment. To add a domestic partner, the Declaration of Domestic Partnership form must be completed with an enrollment form. If dependents are acquired during the year, they may be added within 30 days of a marriage, birth, or adoption. Deletions of dependents and domestic partners can be done at any time of the year with proof of other coverage. At the time of separation from Valley Health Team, continued insurance coverage under the terms of COBRA may be elected. Information regarding this coverage is available in Human Resources.



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Page:	<i>2 of 3</i>

Life Insurance and Accidental Death & Dismemberment:

Housestaff enrolled in any health insurance plans have coverage under life insurance and accidental death and dismemberment insurance in the amount of \$50,000. Human Resources staff will give each trainee a "Designation of Beneficiary" form at the time of employment/appointment. This designation may be changed at any time by filing a new form with Human Resources.

Disability:

VHT supports and fully complies with the Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (FEHA). VHT will make all reasonable efforts to accommodate qualified residents with verified disabilities by providing them with the necessary auxiliary aids and services that do not fundamentally alter the measurement of the skills or knowledge that is integral to residency training or result in an undue burden or hardship. The parties will engage in the interactive process to determine what accommodations may be necessary and reasonable under the ADA and the FEHA.

VHT, in the absence of applicable VHT policies, will refer to the American Board of Family Medicine (ABFM) ADA Policies and Procedures if applicable with regard to special accommodations for residents with disabilities and act in accordance with the ADA, FEHA and any other applicable local, state, or federal laws and regulations.

If a resident or student wishes to receive special aids or assistance during an ABFM in-service examination or other tests and evaluation procedures due to a disability, the candidate must promptly submit to VHT, at the candidate's expense, documentation substantiating the candidate's disability.



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Page:	<i>3 of 3</i>

Soyla A. Reyna-Griffin, CPA
Chief Executive Officer

7/18/19

Date

Maggie Rubio
President, Board of Directors

7/18/19

Date