



CONTRACT HIGHLIGHTS

2013 - 2016 PARO-CAHO AGREEMENT

CALL & CALL STIPENDS

Call Maximums: Based on the total days ON service (vacation and other time away are deducted from the total days prior to calculating maximum call). Residents cannot be scheduled to work two or more consecutive calls unless agreed to by the resident, Program Director and PARO.

Call Schedules: Must be supplied to residents at least 2 weeks prior to the schedule's effective date.

In-Hospital Call: Maximum 1 in 4. In-hospital call maximums for rotations greater than 1 month are averaged over the length of the rotation (maximum averaging length is 3 months) with a maximum of 9 calls in any given month.

- In-hospital call stipend: \$116

Residents must be relieved of ALL clinical and academic responsibilities post call 24 + 2 hours after the commencement of the working day. The following exceptions apply:

- Anesthesia (1 hour of handover)
- OB/Gyn (1 hour of handover)
- ICU/CCU (1.5 hours of handover)
- Home by Noon for residents in a Department of Surgery Program at the University of Toronto.

Home Call: Maximum 1 in 3. A resident cannot be on home call on 2 consecutive weekends and home call cannot be averaged over multiple months.

- Home call stipend: \$58

Home Call Conversion: Where a resident is on home call, they are entitled to a *post-call day* in either of the following two situations (article 16.4 (c)):

- The resident commences work in the hospital after midnight but before 6 a.m.;
- OR
- The resident works for at least four (4) consecutive hours at least one hour of which extends beyond midnight.

Where a resident scheduled for home call works more than 4 hours in-hospital, of which more than one hour is past midnight but before 6am, the resident is entitled to

the *in-hospital call stipend*.

Where a resident scheduled for home call works more than 4 consecutive hours in hospital, of which more than one hour is past midnight but before 6am, the resident would be entitled to the *in-hospital call stipend in addition to a post-call day*.

SHIFT WORK

- On services where residents are scheduled in shifts, e.g. Emergency Medicine or ICU, the total maximum duty hours is 60 hours/week, which includes program responsibilities such as academic rounds and seminars.
- Residents must have a minimum of 12 hours free of all scheduled clinical activities between shifts.

Qualifying Shift: Applies only to shift-based services (e.g. Emergency Medicine) where the residents on the service have no regular clinical hours. Where a resident on this service works one full hour between the hours of midnight and 6am, the resident is entitled to:

- Qualifying shift stipend: \$58

Family Medicine Clinics & Shift Work in the Same Week

A family medicine resident that works a shift (e.g. ER shift) on either a weekday or weekend, after working a normal five-day week of clinical duties, will receive:

- Home call stipend if the shift does not extend beyond 11pm
- In-hospital call stipend if the shift extends beyond 11pm

WEEKENDS

Each resident must have 2 complete weekends off per 28 days; including Friday night/Saturday morning as well as Saturday and Sunday.

ALTERNATE CALL MODELS

PARO encourages residents and programs to consider how call is structured in order to optimize training and mitigate fatigue. If residents and the program are in agreement that a non-traditional schedule would work best, an alternate call model can be implemented with formal approval from PARO and

CAHO. By formalizing an agreement, we can ensure that there is an established process for monitoring and revising the model and for determining details such as Call Stipends.

If you are considering an alternate model of call, contact PARO for further assistance in the planning process.

VACATION & OTHER LEAVE TIME

Vacation:

- Residents are entitled to 4 weeks of paid vacation per year. A week of vacation is defined as 5 working days plus 2 weekend days.
- Vacation requests must be submitted at least 4 weeks before the proposed start of vacation, however it is helpful to submit earlier than the required 4 weeks to facilitate timely distribution of the schedule.
- All requests must be confirmed or alternate times agreed to within 2 weeks of the request being made. Where a request is denied, it must be in writing and include the reasons for rejecting the request.
- Residents cannot be post-call the first day of vacation.
- The hospital shall not institute policies that restrict the amount of vacation that residents can take over a given rotation, i.e. blanket policies.
- Vacation cannot be revoked once approved, unless agreed to by the affected resident.

Professional Leave: Residents are entitled to 7 working days per year for professional leave to be used at their discretion (provided that professional and patient responsibilities are met). Residents do not need to be attending a seminar, course or conference, and do not need to provide proof of what the day was used for.

Exam Leave: In addition to professional leave, residents are entitled to take paid leave for the purpose of taking any Canadian or American professional certification exam, including the dates(s) of the exam and reasonable travel time to and from the exam site.

STATUTORY HOLIDAYS & LIEU TIME

All residents are entitled to the following recognized holidays:

- New Year's Day
- Family Day
- Good Friday
- Victoria Day
- Canada Day
- August Civic Holiday
- Labour Day
- Thanksgiving Day
- Christmas Day
- Boxing Day
- One floating holiday

Christmas/New Year's Period: Residents are entitled to at least 5 consecutive days off during the 12 day period that encompasses Christmas Day, New Year's Day and 2 full weekends. These 5 days account for Christmas Day, Boxing Day, New Year's Day, and 2 weekend days. Each resident will therefore receive either Christmas or New Years off.

Lieu Days: Where a resident works any part of a recognized holiday, including being post-call or scheduled for home call, she/he is entitled to a lieu day to be taken within 90 days of the holiday worked. There is no minimum amount of time spent on call or providing patient care required to qualify for the lieu day, as long as you are scheduled for call or work on all or part of that holiday.

Residents do not receive additional lieu time for working on Christmas Day, Boxing Day or New Year's Day as those days are included as part of their 5 consecutive days off.

Religious Holidays: Programs have a duty to accommodate religious holidays not listed in the Collective Agreement to the point of undue hardship (factors such as patient safety, service requirements and a resident's training requirements will be considered).

PARKING

When residents are required to travel between sites or return to a site for *clinical duties*, the residents will be reimbursed the cost of parking associated with the time spent at the second or subsequent sites, provided that the distance travelled between sites exceeds 1km.

PARO HELPLINE: 1-866-HELP-DOC

24 hour confidential support service for residents, medical students, their partners and families. All calls are strictly confidential.

Additional Questions? Feel free to contact the PARO office:

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