

**Missouri State Medical Association
House of Delegates**

Resolution #4
(A-20)

Introduced by: Resident & Fellow Section

Subject: Minimum Standards for Parental Leave during Graduate Medical Education Training

Referred to: Reference Committee B

- 1 Whereas, a substantial number of physician trainees become parents during their training as a resident
2 or fellow, and
- 3 Whereas, residents in their first year of training do not meet eligibility for the Family Medical Leave Act,
4 which has a 12-month employment eligibility threshold, and
- 5 Whereas, unlike other industries, such as technology and law, there is no standardized approach to
6 parental leave across Graduate Medical Education (GME) programs¹, and
- 7 Whereas, the Accreditation Council for Graduate Medical Education (ACGME) does not establish
8 minimum standards for duration of parental leave for trainees, and
- 9 Whereas, a lack of minimum national standards may result in some trainees receiving substandard
10 resources and benefits², and
- 11 Whereas, AMA Policy H-405.960 provides comprehensive recommendations for parental leave including
12 such components as a) encouragement for policies to include a six-week minimum parental leave
13 allowance, b) application of parental leave policies for circumstances of both birth and adoption, c)
14 extension of training up to 12-weeks after the traditional residency completion date while still
15 maintaining board eligibility in a given year, d) incorporation of parental leave and alternative schedules
16 for pregnant house staff, among others³, and
- 17 Whereas, the Missouri State Medical Association currently has no policy relating to parental leave in
18 physician training, therefore be it
- 19 RESOLVED, that the Missouri State Medical Association support efforts asking the American Medical
20 Association (AMA) to urge the American College of Graduate Medical Education, the American Board of
21 Medical Specialties, and other relevant stakeholders to adopt minimum requirements for parental leave
22 during residency and fellowship training in accordance with AMA policy H-405.960, and be it further
- 23 RESOLVED, that the Missouri State Medical Association endorse the concept of equal parental leave for
24 birth and adoption as a benefit for resident physicians, medical students, and practicing physicians
25 regardless of gender or gender identity.

Fiscal Note:

Current Policy: