



FRANCISCAN MISSIONARIES OF OUR LADY
HEALTH SYSTEM

RESPONSIBLE DEPARTMENT: SFMC GME		SUBJECT: Health and Disability Insurance
PAGES: 2		REPLACES POLICY DATED: N/A
ORIGINAL EFFECTIVE DATE: 10/13/20	REVISION EFFECTIVE DATE: N/A	POLICY NUMBER: GME-ADM-08

PURPOSE:

In accordance with ACGME regulations the Sponsoring Institution must provide health insurance benefits for residents/fellows and their eligible dependents beginning on the first day of insurance eligibility. If the first day of health insurance eligibility is not the first day that residents/fellows are required to report, then the residents/fellows must be given advanced access to information regarding interim coverage so that they can purchase coverage if desired. The Sponsoring Institution must provide disability insurance benefits for residents/fellows beginning on the first day of disability insurance eligibility. If the first day of disability insurance eligibility is not the first day that residents/fellows are required to report, then the residents/fellows must be given advanced access to information regarding interim coverage so that they can purchase coverage if desired.

POLICY:

As benefit-eligible employees with St. Francis Medical Center, residents/fellows will have access to all health and disability insurance benefits afforded to SFMC employees.

For specific health and disability insurance information, residents may access the following information provided by the sponsoring institution via the employee portal, TeamLink:

- System Policy HR.03.001

- System Policy HR.03.006

- System Policy HR.03.007

- The organization's Insurance Plan Document

Since residents/fellows will not be eligible for health insurance or disability insurance on the first day that they are required to report, they will be given advanced access to information regarding interim coverage so that they can purchase coverage if desired. The DIO and Program Director will ensure that current health and disability insurance information is communicated to trainees upon initial hiring and annually thereafter during the SFMC open enrollment period.

STATUTORY/REGULATORY AUTHORITY: GMEC