



Title: Department of Emergency Medicine Shift Work during Pregnancy		POLICY
Applicability:	Faculty who are working clinical shifts in the Emergency Departments at UNMH and SRMC	

POLICY STATEMENT

1. To delineate the shift-work requirements for faculty members just before and during pregnancy.
2. This policy recognizes American College of Emergency Physician policy statements about Parental Leave and Women in the Workforce.

PROCEDURES

1. Faculty members may elect to work day and evening shifts only during pregnancy. The faculty member must request this option.
2. The Faculty member may request this option at any time during pregnancy.
3. The Faculty member may also request this option during the time that the faculty member is attempting to become pregnant.
4. The required number of shift equivalents (SE) per month will be calculated from the clinical FTE and a modified SE conversion factor. The modified conversion factor will be based only on day and evening shifts and not night shifts. This will reduce the overall number of SE required per month.

Example: (approximate)

- Faculty member is a 0.60 clinical FTE. The average SE value is 1.35. The faculty member would work 17.03 SE's per month.
- Changing to the modified SE value of 1.22 (average w/o nights) would change the expected SE per month to 15.8.

Example 2: (approximate)

- Faculty member is a 0.65 clinical FTE. The average SE value is 1.35. The faculty member would work 18.45 SE's per month.
- Changing to the modified SE value of 1.22 (average w/o nights) would change the expected SE per month to 17.2.

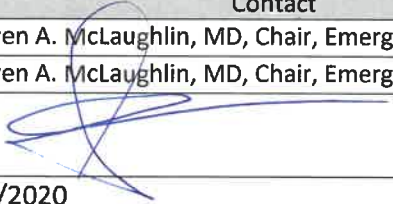
5. Faculty members who elect to take advantage of this benefit should not continue to regularly schedule overnight shifts for financial gain. The scheduler will therefore not schedule faculty members choosing this option for planned night shifts.
6. Faculty members who choose this option will still be required to be "on-call" and may therefore be asked to work the occasional night shift. They would receive the full SE credit for working that shift.
7. Upon approval of the request, the Department will insert the modified SE conversion factor into the SE ledger for the faculty member.

8. This policy in no way reflects a requirement, suggestion, or an irreversible option once selected.
9. Other scheduling procedures around holidays, weekends, and other shift issues apply as usual.
10. All positive SE balances paid as FOM will be based on the Department SE average at that time.

RELATED POLICIES

Department of Emergency Medicine Schedule Policy
 Department of Emergency Medicine On Call Policy
 Department of Emergency Medicine Pre-Retirement Shift Policy

Document Approval and Tracking

Item	Contact	Date	Approval
Owner	Steven A. McLaughlin, MD, Chair, Emergency Medicine	11/1/2019	Yes
Official Approver	Steven A. McLaughlin, MD, Chair, Emergency Medicine	11/1/2019	Yes
Signature			
Effective Date	1/1/2020		
Last Revision	11/1/2019		