



Radiology Resident Work-Life Information 2019-2020

Committee: Cynthia Patena (Academic Education Coordinator), Dr. Soo-young Martin (Radiology Resident), Dr. Leah Sieck (Associate Program Director)

****Please note, if you are a residency interview candidate and you need special considerations such as a lactation room, then please notify Cynthia Patena, our academic education coordinator, so that she can make special arrangements to make your interview experience the best possible.****

Welcome to your interview with University Hospitals-Case Western Reserve University Department of Radiology! Our Women in Radiology interest group would like all candidates to know the incredible support that they will receive during their four year radiology residency regarding resident work-life issues. We hope our residency will become your “work family.” If this information does not answer your questions and concerns, then please contact our residency office. Our residents, staff and faculty are also available to answer your inquiries during your interview experience with us.

Maternity leave/paternity leave:

University Hospitals provides one week paid maternity, paternity and adoption leave. This must be taken within six months of your child’s birth or adoption. Detailed information is below.

Maternity leave: Female residents have up to a total of 12 weeks of maternity leave (including the one week paid leave) available through FMLA.

Paternity leave: Male residents have 1 week paid leave and then are able to use PTO/or unpaid for up to 5 weeks.

Note: In the past, we have had married radiology residents who had children during their residency. We will work with the family to optimize parental leave and scheduling for both parents. Additionally, we are aware of minimizing radiation exposure to the pregnant female residents and there is flexibility with residency rotation scheduling.

Lactation resources:

There is a list of official University Hospitals lactation rooms on the UH residency website which can also be furnished on request. The lactation room in WEARN B-29 is close to the ER and the reading rooms. Cindy Patena can help facilitate access to lactation facilities. Detailed information is below.

Childcare:

Our radiology faculty and residents have many experiences with childcare and all have their own working solutions. We have a list of childcare facilities in Cleveland which is provided below. We have many faculty and residents who use childcare and who can provide more detailed information on convenient childcare if needed. Just ask!

Scheduled doctor's appointments during the workday:

We prioritize wellness in our residency program and we recognize residency is very time-consuming. Residents are excused from their service in order to attend doctor's appointments. They do not need to use vacation time.

Mental health resources:

Residency can be a stressful experience. There is an extensive list of local recommended therapists, their availability and discounted services offered to residents that the residency administration keeps and it is also easily accessible to the our residents on the UH intranet website under "Wellness Resources." There is a resident wellness committee that plans resident group outings and experiences.

Recruitment services for the resident's significant other:

A couples match is available. Our residency office coordinates with the program directors of other departments to help facilitate placement of the couple at our institution.

Medical emergencies during residency:

FMLA is available to residents and FMLA will cover the entire time needed for treatment/recovery, for example.

Mentoring:

Mentoring is a wonderful way to support our residents. Our program provides both one-on-one mentoring and team mentoring for residents.

Childcare near UHCMC

*This list is purely informational and does not constitute a recommendation of any childcare center. Note that the tuition rate is just for comparison and is based on rates for the 2019 summer. Please interview and visit the daycare center to ensure that it is appropriate for your family. Please ask current residents and faculty about their recommendations.

1. Kindercare Chester Ave.
 - Address : 10001 Chester Ave Ste H, Cleveland, 44106
 - Website : <https://www.kindercare.com/our-centers/cleveland/oh/081059>
 - Contact : 216-229-1655
 - Waitlist : about 8 months for infants
 - Tuition : \$368/week for infant, less for older kids
 - Hours : M-F, 6:00 am to 7:30 pm
2. The Children's Center of First Baptist Church

- Address : 3630 Fairmount Blvd., Cleveland, 44118
 - Website : <https://www.firstbaptistcleveland.org/children-youth/childrencenter/>
 - Contact : 216-371-9394
 - Waitlist : approximately 12 months
 - Tuition : \$325/week for infant, \$270/week for toddler, 10% sibling discount off of the lower rate
 - Hours : M-F, 7:00 am to 6:00 pm
3. YABI Nursery and Child Care (accepts all Jewish, non-Jewish)
- Address : 2308 Warrensville Center Road, University Heights, OH 44118
 - Website : N/A
 - Contact : 216-932-7664
 - Waitlist : opening registration on Feb (infant~ 3 yr), class starts about mid-June
 - Tuition : \$330/week for infants, lower for toddlers
 - Hours : M-F, 7:30 am to 6:00 pm, may close earlier on Fridays during the wintertime
4. JCC Beachwood
- Address : 26001 South Woodland Road, Beachwood, OH, 44122
 - Website : <https://mandeljcc.org/preschoolhome/>
 - Contact : 216-593-6275
 - Waitlist :
 - Tuition : 1K nonrefundable down payment for enrollment
 - Hours :
5. Heights One World Children's Center
- Address : 2007 Lee Road, Cleveland Heights, OH, 44118
 - Website : <http://www.heightsoneworld.com/>
 - Contact : 216-795-5711
 - Waitlist : Variable. Would inquire 6 month- 1 year ahead
 - Tuition : \$250/week for infant, \$220/week for toddler, 15% sibling discount off of the lower rate, after 90 days can get 1 week credit for free
 - Hours : M-F, 6:00 am to 6:30 pm
6. Hathaway Brown Infant & Toddler center
- Address : 19600 North Park Blvd., Shaker Heights, OH, 44122
 - Website : <https://www.hb.edu/page.cfm?p=291>
 - Contact : 216-320-8767
 - Waitlist : Hard to say duration (maybe about 1 year?) – there is waiting list pool (for their employees first), need sneak peek visit & online application
 - Tuition : \$ 25-35 deposit for application, \$ 16,200/year for 5 day/week
 - Hours : M-F, 7:30 am to 6:00 pm, mid-August ~ mid-June, separate summer school
- *** Potentially a good resource/service for Childcare search, see below:
- Starting point organization:
 - Website : www.starting-point.org
 - Main office and Cuyahoga county : 216-575-0061, 1-800-880-0971
 - Emergent contact after hour : 216-436-2000
 - <http://www.starting-point.org/goodchild.pdf>

Nanny/Babysitter Referral

1. ErinsNannies
 - Website : <http://erinsnannies.com/>
 - Contact : 216-272-6095
 - Email : Erinsnannies@aol.com
2. Care.com (website)

UH Maternity/Paternity/Adoption Leave Policy

UH provides a **one-week paid maternity, paternity and adoption leave**. Your one-week paid leave must be taken within six months of your child's birth or adoption.

12 weeks of Maternity Leave is available through FMLA.

There are PTO Options available during Approved Medical LOA or Approved Family Medical Leave to choose from: You will need to submit a **PTO Payment Request Form** (Below are the options):

Please DO NOT pay me from my PTO account balance while on Short-Term Disability pay. STD will be paid at 60% of your pay (up to a maximum benefit of \$2500 per week) but the first week of leave (waiting week) will be unpaid. *Note that employee may be eligible for the Maternity/Paternity/Adoption benefit during the waiting week even if this option is selected.*

**Please pay my PTO after my short-term disability pay ends (Maternity Leave ONLY):
Pay 50% of my PTO account balance to me until my leave ends or my PTO account balance is exhausted.
Or Pay 100% of my PTO account balance to me until my leave ends or my PTO account balance is exhausted.**

Or DO NOT pay any of my PTO account balance, I understand that I will be unpaid during this leave of absence.

**I am not eligible for short-term disability, please pay my PTO during my Leave of Absence
Pay 50% of my PTO account balance to me until my leave ends or my PTO account balance is exhausted.
Or DO NOT pay any of my PTO account balance, I understand that I will be unpaid during this leave of absence.
*Note, that employee may be eligible for the Maternity/Paternity/Adoption benefit during the waiting week even if this option is selected.***

Paternity leave

Residents receive full pay for the first week after the birth of child. Thereafter, they have the option to either use the balance of their vacation time or go unpaid for up to five weeks.



LACTATION ROOMS:

- **MACDONALD 5th FLOOR** - ROOM 5017—KEYPAD ENTRY # IN FOLDER LOCATED AT ROOM ENTRY. (3 PUMPS AVAILABLE)
- **MATHER 3rd FLOOR**—ROOM 3160 JUST OUTSIDE CTICU- LOCK ON INSIDE OF ENTRY DOOR -(2 PUMPS AVAILABLE)
- **RAINBOW HT 6**-ROOM 637 - USE CHARLIE BROWN ELEVATORS - ROOM IS ON RIGHT - KEYPAD ENTRY CODE # (PHONE NUMBER FOR KEYPAD ENTRY CODE POSTED ON PUMPING ROOM DOOR) – (3 PUMPS AVAILABLE)
- **SEIDMAN CANCER CENTER**—ROOM #3612, KEYPAD ENTRY CODE #. - CONTACT THE SCC 3 NURSES' STATION (x63333 or (216) 286-3333) INTERIOR DEADBOLT & SIGN TO FLIP ON DOOR "DO NOT DISTURB—ROOM IN USE" (1 PUMP AVAILABLE IS KEPT IN A LABELED DRAWER)

- **WEARN B-29-EMPLOYEE ID BADGE NEEDS TO BE CODED (SAME DAY) BY UH-PD DEPT. (WITH MEMO FROM SUPERVISOR) FOR ROOM ACCESS UP TO 1 YEAR (2 PUMPS AVAILABLE) - This location is most convenient for radiology residents.**

ALL AREAS AVAILABLE 24/7

QUESTIONS: 440-995-3830 EASTSIDE OUTPATIENT LACTATION

440-250-2035 WESTSIDE OUTPATIENT LACTATION

216-844-7975 OR 216-844-1630 INPATIENT LACTATION

Bring your own supplies – Electric Pump Provided!