**Policy Regarding Accumulated Vacation While on Leave**

Background:

Many residents request and are granted leave for all kinds of reasons. The current PARO-CAHO collective agreement allows for the accumulation of vacation while residents are on an extended leave (such as a one year parental leave). As a result, some residents essentially have 9 weeks of vacation time away in the year following a leave.

Policy:

1. Residents will continue to accumulate vacation/professional time while they are on an extended leave in a way that is consistent with the PARO-CAHO collective agreement
2. Residents may choose to take the accumulated vacation time adjacent to the beginning or end of their leave.
3. In general, the Program does not allow residents to “save” their vacation for use throughout the year once they return
4. Exceptions can be considered under extraordinary circumstances by the Program Director who may wish to consult with PRPC.