

HOUSE STAFF CONTRACT

This is your contract with Stamford Hospital in Stamford, Connecticut, the sponsoring institution of your post-graduate training program. This document outlines the terms and conditions of appointment to your educational program. Your signature on this document confirms your acceptance of the terms and conditions of this contract and of your responsibility as a member of the House Staff.

Contract for _____, appointed as a Resident in _____, Post-Graduate Year Level __, effective July 1, 2010 to June 30, 2011. Your salary is paid by Stamford Hospital.

I. *Financial Support/Benefits:*

- A. Your annual salary will be \$ _____ (\$_____ weekly), less required withholdings.
- B. Professional liability insurance is provided to all members of the Resident Staff for the duration of their appointment to the training program for professional activities within the scope of their training program, except in certain circumstances when coverage may be provided by another institution pursuant to the terms of a rotation agreement. Where applicable, this includes tail coverage for any claims that are reported or filed after the completion of the training program if they were within the scope of the educational program. Details of the professional liability coverage are available through Stamford Hospital Administration. Your responsibility includes continuing participation in the defense of claims against yourself and/or Stamford Hospital.
- C. Members of the Resident Staff will be eligible to enroll in a group-rated health and hospitalization insurance plan. Details of the benefit plan are outlined in the Resident's Handbook.
- D. All members of the Resident Staff are afforded automatic enrollment in a long-term disability program during their employment by Stamford Hospital.
- E. On-call facilities will be provided by Stamford Hospital for all members of the Resident Staff who are required to take on-site call at Stamford Hospital. In addition, food shall be provided by Stamford Hospital for those residents who are on-call. Details of the services are listed in the Resident's Handbook. No other living expenses are paid for by the Stamford Hospital.
- F. Each resident will be provided 4 lab coats. Laundry services are available at no cost to the resident to launder only the lab coats provided by Stamford Health System. No other laundry services are provided by Stamford Health System.

- G. Initial assessment for confidential medical and psychological counseling is available through the Stamford Health System Employee Assistance Program to all members of the Resident Staff. Additional referrals can be made as necessary to be covered by the resident's medical insurance.
- H. All members of the Resident Staff are afforded 21 days of paid time off. All requests for time off must be approved in advance by your Program Director.
- I. In addition to the 21 days of paid time off provided in Paragraph H above, all members of the Resident Staff are entitled to leave of absence under the terms and conditions outlined in the Resident's Handbook.
- J. If an extended leave of absence is taken due to illness, maternity leave or other approved circumstances, the duration of your residency may be extended. The extension of your residency, if any, will be determined on a case-by-case basis, consistent with ACGME and applicable specialty board requirements. Additional information concerning the effects of leaves of absences is outlined in the Resident's Handbook.

II. Responsibilities

You:

- A. Understand and agree to abide by all applicable rules, regulations and policies of the Medical Staff and of Stamford Hospital and its clinical departments, and any applicable government statutes, rules and regulations that may be in force during the term of appointment.
- B. Understand that you are appointed to the Medical Staff for a period of one year. Reappointment is contingent upon your satisfactory performance and conduct, to be determined in the sole discretion of Stamford Hospital.
- C. Have received, understand and will abide by the Medical Staff Bylaws and the Resident's Handbook; without limiting the generality of the foregoing, you have received, understand and will abide by the following policies and procedures:
 - 1. Dual Employment: All professional activities outside the training program must be approved by the Program Director in accordance with applicable policies.
 - 2. Problem Review and Appeal: This process is outlined in the Resident's Handbook.
 - 3. Sexual Harassment Prevention Procedure: This policy describes Stamford Hospital's policy on harassment in the workplace and is contained in the Resident's Handbook.
 - 4. Policy on Physician Impairment and Substance Abuse: The Fitness for Duty policy is outlined in the Resident's Handbook.

- D. Understand that you are required to fulfill all of your responsibilities as a resident, including but not limited to timely completion of medical records, mandatory inservice, education and required physical examination/testing. You will not be allowed to commence your duties as a member of the House Staff until you submit to the initial required physical examinations, immunizations, etc. You must be able to perform the essential functions of the specialty for which you are training. In the event you cannot, Stamford Hospital may, at its discretion, reassign you to another specialty or terminate this Agreement. You understand and agree that you may be denied your vacation or other paid time off (other than the bona fide use of accrued sick time) until you have satisfactorily completed and fulfilled all of your responsibilities. Continued failure to complete these responsibilities may result in unpaid suspension from the program, non-renewal of this contract, and/or an unfavorable report in your records.
- E. Agree to cooperate and assist Stamford Hospital, upon Stamford Hospital's request and even after completion of your residency, in the defense of lawsuits, including the preparation of documents, attendance at depositions, hearings or trials, securing and giving evidence, or making settlements. Should any legal demand, notice, summons or other process be received by you, you shall immediately forward same to Stamford Hospital Risk Management Office. A material failure by you to timely perform any of your obligations under this paragraph shall be sufficient grounds for Stamford Hospital to deny further insurance coverage to you and/or to pay for any claims on your behalf.

III. Termination of Agreement:

- A. You understand that this Agreement may be terminated upon the occurrence of any of the following:
 - 1. Stamford Hospital may terminate the Agreement for cause and shall have the sole discretion of determining if cause exists. Cause includes, but is not limited to the following:
 - a) Your inability or failure to perform your duties and/or to otherwise conduct yourself in a professional manner, including: professional negligence; the suspension, cancellation or revocation of your license or permit to practice medicine in Connecticut; the determination by the Connecticut Board of Medical Examiners that the Resident is an impaired physician; conviction of a felony or crime; and any other professional misconduct, whether or not it causes danger to patients or affects the licensure or accreditation status of the Residency Program.
 - b) Your violation of any of the provisions of this Agreement or of the policies, procedures, rules, regulations and protocols of Stamford Hospital.

Upon the occurrence of any of the above, Stamford Hospital may (notwithstanding any waiver or consent to any former breach) terminate this Agreement effective immediately upon written notice to you.

- 2. You may terminate this Agreement for cause upon occurrence of the following events and stated terms:

- a) Failure of Stamford Hospital to pay any monies due under this Agreement which is not cured within 10 business days of receipt of written notice from you; or
- b) Any other breach of a material provision of this Agreement by Stamford Hospital which is not cured within 30 days written notice from you.

Signature: Name

Date

Brian G. Grissler
President and CEO
Stamford Health System

Date