

LEAVE DURING FELLOWSHIP

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DISCLOSURES

- No financial disclosures
- President, Women in Anesthesiology (unpaid)
- Social Media Manager, Anesthesia Patient Safety Foundation (non-profit, paid)

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LEAVE CONSIDERATIONS

	Federal/State	ACGME/ABMS	ABA	ASA
		1-1-2021	7-1-2019	10-17-2018
Paid	No, but job-protected	N/A	N/A	Yes
Time	Up to 12 weeks per year if they have worked for the employer for 12 mos or at least 1250 hours	Min 6 weeks without extending training or exhausting all other allowed time	8 additional weeks (40 days)	At least 6 weeks, 8 for C/S, with option to extend
Notes	Applies to all public agencies & companies with 50+ employees	Boards must have written policy, state when extension is necessary, and show competence	Request by PD, chair, & resident 4 weeks before return. Why & How?	All employers should have an explicit written policy. Accommodate off-cycle trainees

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LACTATION CONSIDERATIONS

Table. Lactation Considerations for Academic Anesthesiology Programs			
	Federal Fair Labor Standards Act ^{1a}	ACGME Common Program Requirements 2019 ^{1b}	Local Considerations at the University of Iowa
Faculty and staff support	• "It is a violation for any person to... discriminate against any employee because such employee has filed any complaint...related to this Act."	• Include "attention to scheduling, work intensity, and work compression that impacts resident well-being."	• Create a culture of breastfeeding support with faculty and staff education, leadership buy-in, and a consistent, reliable break allocation system • Immediate patient care needs and high-quality communication remain prioritized • Establishment of a diversity, equity, and inclusion team as a resource and mediator if conflicts arise
Lactation facilities	• "A place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk."	• Clean • Private • Refrigeration access • Proximity to patient care • Helpful: computer and phone • "Time required for lactation is also critical."	• Call rooms may provide proximity and privacy during daytime hours • Providing hospital-grade pumps minimize time spent retrieving and returning equipment • Consider off-site facilities • Clear messaging that time taken for lactation supports the trainee's well-being
Time	• "A reasonable break time for an employee to express breast milk for her nursing child for 1 y after the child's birth each time such employee has need to express the milk."		

Abbreviation: ACGME, Accreditation Council for Graduate Medical Education.

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CONSIDERATIONS

- Anesthesiology has the **highest odds ratio** of **maternal discrimination** of all major specialties (OR 1.92, $P < 0.001$)
- Previously, **more than half** of women who give birth during training **extended their residency or fellowship**.
- Previously, **less than half** of all mothers were satisfied with their colleagues' and superiors' handling of maternity leave and lactation needs, and only about half felt that their leave was adequate.
- Women whose desired age of childbearing and number of children were affected by work demands were significantly more likely to **advise students against pursuing anesthesiology** due to obstacles pertaining to motherhood (OR 5.1, $P < 0.0001$)

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REFERENCES

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