

HOUSE STAFF CONTRACT

This is your contract with The 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 «Name» appointed as a «Title», Post-Graduate Year Level «PGY», effective July 1, 2004 to June 30, 2005. Your salary is paid by The Stamford Hospital.

I. Financial Support/Benefits:

- A. Your annual salary will be approximately \$ _____ annually, less required withholdings.
- B. All members of the Resident Staff are afforded twenty-one days of paid time off, in addition to paid sick leave. All requests for time off must be approved in advance by your Program Director.
- C. 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 Hospital Administration. Your responsibility includes continuing participation in the defense of claims against yourself and/or the Hospital.
- D. 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 Employee Handbook.
- E. All members of the Resident Staff are afforded automatic enrollment in a long-term disability program during their employment by The Stamford Hospital.
- F. All members of the Resident Staff shall be entitled to statutory benefits consistent with the Family and Medical Leave Act as outlined in the Resident's Employee Handbook.
- G. On-call facilities will be provided by the Hospital for residents who are required to take on-site call at the Hospital. In addition, food shall be provided by the Hospital for those residents who are on-call. Details of the services are listed in the Resident's Employee Handbook. No other living expenses are paid for by the Hospital.
- H. Each resident will be provided 2 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.
- I. 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.

II. Responsibilities

You:

- A. Understand and agree to abide by all applicable rules, regulations and policies of the Medical Staff and of The 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 the Hospital.
- C. Have received, understand and will abide by the Medical Staff Bylaws and the Resident's Employee 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. Employee Problem Review and Appeal: This process is outlined in the Resident's Employee Handbook.
 - 3. Sexual Harassment Procedure: This policy describes The Stamford Hospital's policy on harassment in the workplace and is contained in the Resident's Employee Handbook
 - 4. Policy on Physician Impairment and Substance Abuse: The Fitness for Duty policy is outlined in the Resident's Employee 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 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 the Hospital, upon the Hospital's request and even after completion of your residency, in the conduct 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 the Hospital Risk Management Office. A material failure by you to timely perform any of your obligations under this paragraph shall be sufficient grounds for the 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. The 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 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 the Hospital.

Upon the occurrence of any of the above, the 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 the Hospital to pay any monies due under this Agreement which is not cured within ten (10) business days of receipt of written notice from you; or
 - b) Any other breach of a material provision of this Agreement by the Hospital which is not cured within thirty (30) days written notice from you.

Signature: «Name»

Date

Brian G. Grissler
President and CEO
Stamford Health System

Date



Shelburne Road at West Broad Street
PO Box 9317
Stamford, Connecticut 06904-9317
Tel: 203.325.7000
TDD: 203.325-7018

MEMORANDUM

Date: October 29, 2003
To: Residents
From: Sal Mancino, Senior HR Partner
Subject: Housing Stipend

The monthly housing stipend for residents in non-TSH housing is \$450.00.

Please contact me with any questions at extension 7056.