UNIVERSITY OF CALGARY

Alberta Children's Hospital

Pregnancy and Parental Leave Scheduling
Pediatric Emergency Medicine Subspecialty Residency Program

Scheduling During Pregnancy

On Emergency Medicine Rotations: Pregnant emergency medicine resident physicians can request to modify their shift schedule as their pregnancy progresses.

- **After 24 weeks**, no shifts will be scheduled that end after 0000
- **After 28 weeks,** a shift reduction can be requested (with these shifts to be completed after maternity leave prior to fellowship completion)
- **After 34 weeks,** no shifts will be scheduled that begin before 0700 or end after 2000

Pregnant resident physicians may begin maternity leave up to eight (8) weeks before their estimated due date. The latest that leave may begin is the date of the birth of their child.

For off service rotations, they will not be required to perform call or a shift in excess of twelve hours or between 2400 and 0600 hours after 24 weeks gestation. If there is a valid medical reason[1], the pregnant resident physician may stop overnight calls and/or shifts in excess of twelve hours earlier than 24 weeks gestation.

If a pregnant resident physician must go off work early for medical reasons, they may be eligible for paid sick leave prior to maternity leave. In such cases, the resident physician should be prepared to provide a doctor's note and advise their Program Director that they require paid sick time. The resident physician must also ask the program to provide written notification to AHS Human Resources confirming the date on which their medical leave started.

Notifying Program Leadership: Pregnant resident physicians should notify their Program Director when they need to submit their schedule for a block that will include 24 weeks gestation and beyond to accommodate scheduling modifications. The confidentiality of the resident will be respected, and this information will not be shared by the program without consent of the resident physician.

PARENTAL LEAVE: Birth mothers may take up to 78 consecutive weeks of job-protected leave. Birth fathers, birth partners and adoptive parents may take up to 62 weeks of consecutive parental leave.

[1] Typically requires a medical certificate