

American Association for Women Radiologists (AAWR)

Statement of support for 12 weeks paid family leave

We the Board of Directors of the AAWR and AAWR past-presidents recognize that

- The American College of Radiology (ACR) is “committed to the radiologist’s well-being as an integral part of high quality and safe patient care and the health of our members”(1); that
- Both men and women may experience personal serious medical conditions during the course of a professional career, and that pregnancy and childbirth are a biologic necessity for the continuation of the human race; that
- The Family Medical Leave Act (FMLA) of 1993 (2) requires employers with 50 or more employees to provide eligible employees (those who have worked at least 1250 hours during the previous 12 months) up to 12 weeks of unpaid leave for:
 - for the birth and care of the newborn child of an employee;
 - for placement with the employee of a child for adoption or foster care;
 - to care for an immediate family member (spouse, child, or parent) with a serious health condition; or
 - to take medical leave when the employee is unable to work because of a serious health condition;and that
- Since 2016, the U.S. Department of Defense has offered 12 weeks of *fully paid* maternity leave as “an incentive for attracting and retaining talent...[and] also promotes the health and wellness of mothers through facilitating recovery and promoting feeding and bonding with the infant.” (3)
- We believe this is an essential initiative for the success and well-being of the members of our radiology community because should they experience a normal but significant life event – welcoming a new child or dealing with serious illness – they should not endure the financial burden of loss of income.

The above points recognized, AAWR thus takes the initiative to issue this statement of support for 12 weeks *paid* family leave for eligible* faculty members of all genders.

In the case of childbirth, the standard for most hospitals is to provide six weeks paid leave after vaginal delivery and eight weeks paid leave after a caesarean delivery (4); we urge departments to try to provide pay for the residual four to six weeks from other funding sources. In the case of adoption or an extended serious health condition (personal or immediate family), we urge the same to be done.

For clarity and transparency, we will post this position on our AAWR website in an easy to find location and urge any radiologists experiencing the aforementioned life events to bring a copy of this position statement to any meetings to discuss leave at their respective institutions.

Signed,

AAWR Board of Directors, October 2018

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*Defined, per FMLA, as “Employees are eligible for leave if they have worked for their employer at least 12 months, at least 1,250 hours over the past 12 months, and work at a location where the company employs 50 or more employees within 75 miles.” (2)

References

- (1) American College of Radiology, Statement of Support: National Academy of Medicine Collaborative on Clinician Well-Being and Resilience. Accessed May 30, 2018.
<https://nam.edu/wp-content/uploads/2018/01/American-College-of-Radiology-Commitment-Statement-.pdf>
- (2) US Department of Labor. Family and Medical Leave Act of 1993. Accessed May 30, 2018.
<https://www.dol.gov/general/topic/benefits-leave/fmla>
- (3) US Department of Defense. “Carter Announces 12 Weeks Paid Military Maternity Leave, Other Benefits.” January 28, 2016. Accessed June 11, 2018.
<https://www.defense.gov/News/Article/Article/645958/carter-announces-12-weeks-paid-military-maternity-leave-other-benefits/>
- (4) Riano NS, Linos E, Accurso E, et al. Paid Family and Childbearing Leave Policies at Top US Medical Schools. JAMA 2018;319(6):611-614.