MARITIME RESIDENT DOCTORS

Policy for Pregnant Residents

In accordance with Article 18.01(c) of the collective agreement, a resident must provide their home Program with written notification of pregnancy and a request for pregnancy leave **no later than the end of the fifth (5th) month of pregnancy**.

> *18.01 (c) A Resident shall, no later than the fifth (5th) month of pregnancy, forward to the Employer a written request for pregnancy leave.*

(For the purposes of this policy, the resident's **home Program** functions as the Employer.)

With the resident's consent, the **home Program will notify any rotations** that the resident is scheduled to undertake during or after the 28th week of pregnancy so that appropriate scheduling accommodations can be arranged.

> *17.01 (d) A Resident who becomes pregnant shall **not be required to do overnight call after twenty-eight (28) weeks gestation or earlier if recommended by her physician**. If the Resident is able to complete all her clinical and academic duties other than overnight call, she shall not be refused the right to work during the day.*

Beginning at 28 weeks gestation, or earlier if recommended by the resident's physician, a pregnant resident shall not be required to perform overnight call or any duties outside regular working hours. For regular Monday to Friday services, this means **no work beyond 6 pm and no work on weekends**. For **ER shifts, this means no scheduled shifts after 11 pm**.

> 17.00 (a) The usual hours of work do **not normally exceed twelve (12) hours per day Monday to Friday inclusive**. The **usual workday ends at 1800 hours** with the exception of evening shifts referenced in article 17(f). Further, a resident will be scheduled to work a reasonable number of hours and the employer will undertake to limit the average number of hours with due regard to sound patient care and the educational requirements of the program.

The usual work day should be no longer than 12 hours and **finish by 6 pm**.

Full collective agreement available at www.MaritimeResidentDoctors.ca