

Prospective Residents & Fellows

Stony Brook University Hospital Graduate Medical Education programs share common criteria and processes for the recruitment and selection of residency training candidates. A selection committee exists within each residency program and consists of, at a minimum, the program director, and a faculty member. Additional members are included at the discretion of the residency director. This committee reviews all applicants and is responsible for selection of applicants for interview, participation in the interview process and the final choice of applicants to be ranked in the NRMP match or offered contracts independent of the match when this option is allowed.

Stony Brook University Hospital programs require that all residency applicants meet uniform eligibility standards, detailed below. In addition, each training program, as set forth in their program requirements, may have additional requirements to be met for an application to be considered. The application process meets all requirements of the Equal Employment Opportunity and the Americans with Disability Act, in ensuring that all qualified applicants are afforded a review without discrimination based on sex, race, age, religion, color, national origin, disability or veteran status.

Stony Brook University Hospital Salary Scale*

Pay Level	2022-2023 Salary
PGY 1	\$67,833
PGY 2	\$72,205
PGY 3	\$76,203
PGY 4	\$80,203
PGY 5	\$84,198
PGY 6	\$88,189
PGY 7	\$97,127

*Salary includes \$2,500 resident stipend and \$3,026 location stipend. Salary is subject to any changes as may be contractually negotiated.

**Starting PGY Level is determined by the Program's prerequisite training years. Any exceptions would need to be discussed with the Program Director and approved by the DIO prior to receiving an offer.

***Professional Liability Insurance is provided through New York State Public Officers Law section 17.
<https://www.nysenate.gov/legislation/laws/PBO/17>

In compliance with federal law, including the provisions of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, Executive Order 11246, and the Uniformed Services Employment and Reemployment Rights Act, as amended, and the Genetic Information Nondiscrimination Act of 2008, Stony Brook University does not discriminate against individuals on the basis of their race, sex, religion, color, national or ethnic origin, age, disability, or military service, or genetic information in its administration of educational policies, programs, or activities; admissions policies; scholarship and loan programs; athletic or other University-administered programs; or employment. In addition, the University does not discriminate against individuals on the basis of their sexual orientation, gender identity, or gender expression consistent with the University's nondiscrimination policy.

Whenever possible, all accredited house staff training programs at Stony Brook will participate in an organized matching program, such as the National Resident Matching Program (NRMP).

LEAVE BENEFITS

New York State Paid Family Leave:

The agreement provides for paid family leave, another longstanding bargaining priority for our unit. UUP is the first State bargaining unit to negotiate into coverage by the New York State Paid Family Leave Law (PFL), and we have done so in ways that coordinate the statutory benefits with existing leave provisions in our contract.

Beginning January 1, 2019, UUP-represented employees who meet statutory eligibility criteria will be covered by the provisions of the PFL. This statute provides partially-paid time off, continuation of health benefits and job protection during leave for the following purposes: bonding with a child in the first year following birth, adoption or foster care placement; caring for a family member with a serious health condition; or assisting family members deployed abroad for military service.

Leave Benefit Levels:

- Effective January 1, 2021, an eligible employee may receive up to 12 weeks of paid family leave in a 52-week period at 67% of the employee's average weekly wage, not to exceed 67% of the SAWW.

BENEFITS AT A GLANCE

FULL-TIME UUP EMPLOYEES

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST										
<u>HEALTH INSURANCE & PRESCRIPTIONS</u>	<p>Empire Plan: Empire BlueCross BlueShield: Hospitalization United HealthCare: Major Medical Beacon Health Options Inc.: Mental Health/Substance Abuse CVS/Caremark, Inc.: Prescriptions</p> <p>Health Maintenance Organizations (HMOs): Hospitalization/medical care designated by Primary Care Physician.</p>	Appointments that exceed three months.	42-day waiting period	<p>Empire Plan biweekly rates as of 1/1/21:</p> <p>Earnings/Salary Rate up to \$46,102: Individual: \$ 46.30 Family: \$199.61</p> <p>Earnings/Salary Rate \$46,102 or more: Individual: \$ 61.73 Family: \$237.76</p> <p>Premiums re-assigned annually. Visit www.cs.ny.gov/employee-benefits for more information.</p>										
<u>DENTAL AND VISION PLANS</u>	Delta Dental and Davis Vision provide partial reimbursement for services through participating and non-participating providers. Dental coverage choices of Delta Dental PPO or DeltaCare USA DHMO plan.	Must be eligible for health insurance.	42-day waiting period	No cost to employees.										
<u>RETIREMENT SYSTEMS</u> contribution & vesting details applicable to employees enrolling on or after 4/1/12 (under Tier 6 provisions)	<p>Options</p> <p>*ERS and TRS: Defined benefit plans; benefits are based on best Final Average Salary and years of service.</p> <p>**ORP: Defined contribution plan; benefits are based on employer and employee contributions and the success of the investments. Employer contribution is 8% of salary for first seven years of service, 10% percent thereafter.</p>	<p>Membership for full-time and permanent employees is mandatory.</p> <p>All full-time employees are eligible to elect ERS or the ORP; employees in teaching, librarian, or coach titles are also eligible for TRS and may choose any of the three plans.</p>	<p>Immediately upon enrollment.</p> <p>Vested after 10 full-time equivalent years in ERS & TRS.</p> <p>Vested after 366 days in the ORP.</p>	<p>Employee contribution is based on salary rate, as follows:</p> <table><tr><td>\$45,000 and under:</td><td>3%</td></tr><tr><td>\$45,000.01 – \$55,000:</td><td>3.5%</td></tr><tr><td>\$55,000.01 – \$75,000:</td><td>4.5%</td></tr><tr><td>\$75,000.01 – \$100,000:</td><td>5.75%</td></tr><tr><td>† More than \$100,000:</td><td>6%</td></tr></table>	\$45,000 and under:	3%	\$45,000.01 – \$55,000:	3.5%	\$55,000.01 – \$75,000:	4.5%	\$75,000.01 – \$100,000:	5.75%	† More than \$100,000:	6%
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† More than \$100,000:	6%													
<u>FLEXIBLE SPENDING ACCOUNTS</u> (PRE-TAX DEDUCTIONS)	<p>A portion of salary is designated by employee to establish a fund to cover eligible costs paid with pre-tax dollars, such as:</p> <ul style="list-style-type: none">child care, elder care (Dependent Care Advantage Account - DCAA)un-reimbursed health care expenses (Health Care Spending Account - HCSA)expenses related to the adoption of an eligible child (Adoption Advantage Account – AAA)	Must be receiving regular biweekly paychecks for dependent care. Must also be eligible for health insurance for health care.	Must enroll within 60 days of date of appointment. For dependent care, effective immediately; for health care, effective as of the latter of date Change in Status application is submitted or date of employment.	<p>The employee determines the amount to be deducted; for 2021, the HCSA min/max employee contribution is \$100/\$2,750; the DCAA max employee/employer contribution is \$5,000/\$800; the AAA max employee contribution is \$14,300.</p> <p>Availability of DCAA employer contributions and AAA subject to contract negotiations.</p>										

* The New York State Employees' Retirement System (ERS) and the New York State Teachers' Retirement System (TRS).

** The SUNY Optional Retirement Program (ORP); which currently includes the following Authorized Investment Providers: Fidelity, TIAA, AIG, and Voya.

† Pensionable salary will be capped at the Governor's annual salary (\$225,000 as of January 2020) for members of ERS or TRS.

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST												
<u>TUITION ASSISTANCE</u>	UUP space available program provides one free course per semester. Partial assistance for additional courses through the SUNY Tuition Waiver program (based on funding). Fees not covered by Tuition Assistance. Must be SUNY state-operated campus.	Appointment must cover period of support.	Upon employment.	No cost to the employee for this benefit.												
<u>SCHOLARSHIP PROGRAM</u>	Scholarships of \$500 per semester are available for eligible dependent children of active, UUP-represented SUNY employees. Available for undergraduate students; the program runs through the Spring 2022 semester.	Upon employment.	Upon employment.	No cost to the employee for this benefit.												
<u>SUNY VOLUNTARY 403(b) SAVINGS PLAN</u> <u>AND</u> <u>THE NYS DEFERRED COMPENSATION 457(b) PLAN</u>	SUNY Voluntary 403(b) Saving Plan. Current Authorized Investment Providers include: Fidelity, TIAA, AIG, and Voya. NYS Deferred Compensation 457(b) tax-deferred retirement savings plan. Both plans offer pre- and post-tax savings options. Employees may choose to participate in either or both plans subject to IRS limits on tax deferral.	Upon employment.	Choice of employee.	Employee pre- and post-tax contributions through salary reduction subject to IRS limit. The 2021 basic annual limit for both plans is \$19,500. Employees age 50 and over may contribute up to \$6,000 more per year. The IRS currently establishes separate limits for 403(b) and 457(b) plans, allowing employees to contribute up to twice the limit allowed under either plan alone.												
<u>DISABILITY COVERAGE</u>	Monthly income benefit equal to 60 percent of covered monthly salary, not to exceed \$7,500 a month; also provides a monthly annuity premium benefit.	Full-time employees who are disabled for six consecutive months.	First of the month following one year anniversary.	No cost to employee.												
<u>LIFE INSURANCE</u>	\$6,000 group life insurance plan.	Employees represented by UUP.	Date employee is placed on payroll.	No cost to employee.												
<u>VACATION/SICK LEAVE</u> <u>HOLIDAYS</u>	Calendar and College Year employees accrue vacation and sick leave according to a schedule. On January 2 of each Agreement year, one vacation day is added to the balance. Note: Academic Year employees do not accrue vacation.* Eligible for up to 13 holidays per year if they fall on a regularly scheduled work day. *On January 1 of each calendar year, accrued vacation leave credits shall not exceed 40 days; employee will forfeit unused annual leave if not used by last day of the calendar year. Accumulation of sick leave cannot exceed 200 days.		<table><tr><th>Years of Service</th><th>Days Earned</th></tr><tr><td>0-1</td><td>1 1/4 day per month (15 days)</td></tr><tr><td>2</td><td>1 1/3 days a month (16 days)</td></tr><tr><td>3, 4, 5</td><td>1 ½ days a month (18 days)</td></tr><tr><td>6</td><td>1 2/3 days a month (20 days)</td></tr><tr><td>7</td><td>1 3/4 days a month (21 days)</td></tr></table>	Years of Service	Days Earned	0-1	1 1/4 day per month (15 days)	2	1 1/3 days a month (16 days)	3, 4, 5	1 ½ days a month (18 days)	6	1 2/3 days a month (20 days)	7	1 3/4 days a month (21 days)	
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<u>PAYROLL INFORMATION</u>	New York State has a two-week lag payroll system. This means that each paycheck pays for the period two-four weeks prior to the date of the check. New employees will not receive their first check for approximately four weeks. Full-time faculty are usually paid over 26 biweekly payroll periods.															

Disclaimer:

This summary highlights only some of the benefits associated with full-time, UUP-represented employment status. It has been prepared for illustrative purposes only and the information provided is partial and subject to change. This summary does not imply, convey, grant or guarantee any benefits, rights, or entitlements. For additional information, please contact your campus Human Resources Benefits Office.



Dear Resident/Fellow Applicant,

In accordance with the New York State Department of Health (DOH) order that all hospitals and nursing homes “continuously require all personnel to be fully vaccinated against COVID-19,” Candidates who are not already vaccinated must obtain the first dose of the vaccine within three (3) calendar days of acceptance of conditional job offer and must obtain any subsequent doses in accordance with the vaccine protocol. The order also includes those who may be affiliated with or interact with employees of a hospital or nursing home. The order allows for limited medical exemptions with reasonable accommodations, consistent with applicable law.

Employment is contingent upon passing a drug screening, background check, verification of credentials, and medical clearance.

Additional employee health requirements are listed below:

- **Physical/Health Form Completed and Signed by Provider**
Physical examination completed by a licensed practitioner **within six months** of rotation start date.
- **TB Screening Completed**
Two step PPD (Mantoux) skin test: Two separate PPD skin tests placed at least one week apart: the first PPD must be within 12 months AND 2nd PPD within 3 months of start date. Alternatively, a negative Quantiferon blood test within 3 months of start date may be submitted. If there is any history of positive TB screening test, a chest x-ray report including results, date, and place of examination must be submitted as well as any information regarding treatment.
- **MMR Immunity Documentation**
Proof of Immunity to Measles, Mumps and Rubella is required. Please attach records signed by a licensed healthcare provider demonstrating receipt of 2 MMR vaccines AND/OR full laboratory reports showing positive antibody titers.
- **Hepatitis B Immunity or Declination Documentation**
Please attach records signed by a licensed healthcare provider demonstrating receipt of 3 hepatitis B immunizations. Please attach lab report of post-vaccination Hepatitis B surface antibody titer, if available. If you lack documentation of your Hepatitis B vaccine series or do not want to be vaccinated, please sign the enclosed Hepatitis B vaccine declination form.
- **Varicella (Chicken Pox) Immunity Documentation**
Proof of immunity to Varicella as evidenced by positive titers or 2 varicella vaccinations. Laboratory reports showing varicella immune status (varicella antibody titers) are required. In addition, if you were vaccinated prior to enrollment, please attach records signed by a licensed healthcare provider demonstrating receipt of 2 varicella vaccines.



Hello Applicant,

Thank you for applying to residency at Stony Brook Medicine.

At Stony Brook Medicine, we are committed to building an inclusive culture that celebrates the diverse voices in all our employees. We do not discriminate based on **race, color, national origin, religion, sex, pregnancy, familial status, sexual orientation, gender identity or expression, age, disability, genetic information, veteran status, and all other protected classes under federal or state laws**. We hold ourselves committed to these values. We value the voices of our different viewpoints and perspectives, backgrounds, and experiences.

We celebrate diversity and seek to promote the inclusion of everyone in all our residency programs and interactions. Our faculty, students, support staff and patients represent a wide range of countries, cultures, socio-economic backgrounds, and sexual identities, all which reflect and enhance our medical community and all those whom we serve. For further information on how committed we are on inclusion and diversity, please visit at our website here:

https://renaissance.stonybrookmedicine.edu/gme/diversity_inclusion

The education you will receive at Stony Brook Medicine is unparalleled and will teach you the medicine you will need to grow and improve as a practicing physician. Our commitment to these values will hopefully allow you to feel at home while you are here.

Warmly,

GME Inclusion and Diversity Committee
Graduate Medical Education