

# Central Washington Family Medicine Residency Program

A Service of Community Health of Central Washington  
1806 W. Lincoln, Yakima, WA 98902  
(509) 452-4946

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## **PGY-1 RESIDENT CONTRACT IN FAMILY MEDICINE**

The Central Washington Family Medicine Residency Program (CWFMR), an accredited residency for training family physicians, hereby enters into a contract of residency with (PGY-1 name here) subject to the following terms which supersede the terms of any previous contract or agreement.

### **AGREEMENT BY RESIDENCY:**

The Central Washington Family Medicine Residency Program agrees:

1. To accept (PGY-1 name here) as a resident physician in Family Medicine for the period beginning June 20, 2022 and ending June 19, 2023. It is agreed that intention to terminate this contract by either party be accompanied by a 30-day written notice.
2. To maintain an approved Family Medicine residency program in keeping with the standards established by the Accreditation Council for Graduate Medical Education (ACGME), the Residency Review Committee for Family Medicine (RC), the American Board of Family Medicine (ABFM), and the American College of Osteopathic Family Physicians (ACOFP). CWFMR has received the ACGME Osteopathic Recognition accreditation.
3. To provide an annual salary as recommended by the Graduate Medical Education Committee and approved by the Community Health of Central Washington Board of Directors.
4. To comply with the guidelines of the ACGME with regard to resident workload and duty hours.
5. To provide twenty (20) days of paid Time Off (PTO) per year that may be used as provided in the Resident Handbook. PGY-1 residents will submit requests for 15 days of PTO (in 5 day increments) prior to residency, all other PTO must be requested 90 days in advance. Unused PTO cannot be carried forth into the PGY-2 year, however, you will be paid for any PTO not used.
6. To provide up to \$1,500 in professional development funds to be used during the R-1 through the R-3 year in accordance with professional development policies. Unused professional development funds are not paid to the resident.
7. To extend the date of completion of R-1 training in accordance with the American Board of Family Medicine and the American College of Osteopathic Family Physicians continuity requirements for leaves of absence from the residency in excess of Paid Time Off (PTO) granted in each year of training. Extended personal leave is granted at the discretion of the Program Director for *compelling* personal reasons.

8. To provide leave as described in the Resident Handbook and as required by law.
9. To assure that the participating hospitals furnish meals when the resident is on call in their institutions.
10. To provide health insurance (Medical, Dental, Vision) according to the then current CHCW Plan(s). The resident currently has the option of two plans:
  - A. The Preferred Provider Premium Plan in which the resident pays a portion of the premium for the resident and 50% of the premium for dependents, or
  - B. The CHCW High Deductible Plan and Health Savings Account (HAS) in which CHCW pays the premium for the resident, 50% of the premium for dependents, and makes an annual contribution to a HAS. The resident is responsible for the premiums for dependents, co-payments, and deductibles.
11. To pay the State of Washington physician license fees (MD/DO) and the Drug Enforcement Administration registration fees.
12. To provide Professional Liability Insurance that applies to any professional acts performed by residents within the approved CWFMR educational program, \_
13. To pay necessary dues and assessments for the American Academy of Family Physicians, the Washington Academy of Family Physicians, the American College of Osteopathic Family Physicians, the Washington Osteopathic Medical Association, and the Yakima County Medical Society.
14. To maintain a Flexible Spending Account (IRC Section 125) for the benefit of the resident.
15. To provide disability insurance for residents at the expense of CWFMR.
16. To subscribe to an Employee Assistance Program for the use of the resident and his/her family.
17. To pay taxes for Workmen's Compensation and Unemployment on behalf of the resident, and to deduct Social Security from the resident's salary, and match the deduction.
18. To issue a Certificate of Advancement upon satisfactory completion of all program requirements for the R-1 level of training.
19. To follow the process described by the grievance procedure detailed in the *Resident Handbook* provided to the resident in printed and/or electronic format.

**DUTIES OF THE RESIDENT:**

I, (PGY-1 name here), agree:

1. To withdraw from the NRMP match systems, if applicable.
2. To be fully vaccinated according to CHCW policy.
3. To fulfill the duties of a Family Medicine resident during the entire period agreed upon as specified in this contract. I agree to participate in all areas of that curriculum. This may

include additional assignments in areas of medicine deemed necessary or appropriate by the faculty for completeness of experience and education in Family Medicine. By signing this agreement, you accept and acknowledge that you will be trained and expected to become proficient in at least the following: physical exams (male and female/transgender) including foot, breast, genitourinary and rectal exams; educating patients about and prescribing birth control; educating and administering vaccinations for all ages-including Covid; providing care regardless of race/ethnicity, religion, gender identity, socioeconomic status and culture.

4. To observe all policies, rules and regulations of this residency and the sponsoring and participating institutions; and to consider that any infraction thereof will be full justification for discipline up to and including dismissal from the program.
5. To consider the salary, as well as the experience and instruction received, as sole compensation, and not to engage in any employment outside the auspices of CWFMR.
6. To assume responsibility for all acts performed outside the course and scope of the training provided by CWFMR, and to indemnify and hold harmless CWFMR regarding such acts.
7. To participate in educational duties and conferences, including required and elective hospital, non-hospital and community-based rotations and didactics, and to meet the training requirements of the residency as defined by the approved curriculum. Failure to meet this requirement may result in disciplinary action.
8. To obtain and maintain licensure in accordance with the laws of the State of Washington while a member of this residency. If I do not obtain such license for any reason whatsoever, this contract is automatically canceled.
9. To charge fees as established and agreed to by Community Health of Central Washington and to agree that all fees that are obtained from such services shall be the property of Community Health of Central Washington, free from any claim or interest by me.
10. To abide by the by-laws, rules, and regulations of the sponsoring and participating institutions of this residency. Suspension from any hospital for delinquent records or for any other reason may result in disciplinary action.
11. To have reliable transportation for travel to and from the hospitals, the clinic, and assigned rotation sites.

**ESSENTIAL FUNCTIONS:**

The following list includes abilities that are representative of those required of a resident in Family Medicine at CWFMR. The list is not meant to be all-inclusive, nor does it constitute all academic performance measures or graduation standards. It does not prevent the residency from temporarily restructuring resident duties as it deems appropriate for residents with acute illness, injury, or other circumstances of a temporary nature.

1. The resident must be able to read, write, and speak English well enough to communicate effectively with hospital and clinic staff, colleagues and patients.

2. The resident must be able to work extended hours in accordance with ACGME and AOA guidelines.
3. The resident must have the ability to make competent assessments and judgments about patient illnesses and care and communicate that adequately in a written and spoken form.
4. The resident must have basic computer and keyboarding skills to use email, electronic medical records, and internet-based medical data bases.
5. The resident must be free from drug or alcohol use or physical or mental impairment that could adversely affect judgment or patient safety.

**TERM AND SALARY:**

This agreement for the R-1 year is for the period from June 20, 2022 to June 19, 2023. Annual salary for this year of residency is \$53, 326.00.

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Date

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PGY-1 Resident Physician

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Date

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Residency Program Director