



Geisinger Medical Center
RESIDENT AGREEMENT
2024-2025

This Resident Agreement between The Geisinger Medical Center, Danville, Pennsylvania (hereinafter "Medical Center"), and Jane Doe, MD (hereinafter "Resident").

RECITALS

- A. Medical Center offers a graduate medical education program ("Training Program") in Cardiology accredited by the Accreditation Council on Graduate Medical Education.
- B. Medical Center has offered a position in the Training Program to Resident, and Resident has agreed to accept the position, on the terms and conditions set forth in this agreement.
- C. In consideration of the mutual promises contained in this Resident Agreement and intending to be legally bound, Medical Center and Resident agree that Resident shall assume a position in the Residency Program on the terms and conditions set forth below.
- D. Upon the date of being sent, this contract must be signed within **10 business days**.

OPERATIVE PROVISIONS

1. Acceptance of Position

Resident accepts the position of PGY3 year resident in the Training Program for the period 7/1/2024, through 6/30/2025. During this term of this Resident Agreement, Resident agrees to perform such duties of the Medical Center and its affiliated institutions which are part of the Training Program conscientiously, to the best of Resident's ability, and under the highest standard of professional ethics. Resident must meet the criteria for reappointment as outlined in the policy on Criteria for Selection, Evaluation, Reappointment and Dismissal of Residents (CSERDR; Exhibit C).

2. Resident Physician Responsibilities

2.1 Code of Conduct

Resident shall agree to adhere to the Geisinger Code of Conduct as documented by completing the course on the Geisinger Online Academic Learning System (GOALS).

2.2 Drug and Alcohol Policy

Appointment is conditional, requiring successful completion (no presence of drugs, including nicotine) of a pre-appointment drug screening process per the Geisinger Policy #330 (Exhibit D).

2.3 Background Check

Appointment is conditional upon achieving a satisfactory background check acceptable to Medical Center.

2.4 Health Screening

Appointment is conditional upon completion of all Employee Health requirements acceptable to Geisinger.

2.5 Licensure to Practice Medicine

Resident shall maintain, throughout duration of this Resident Agreement, a valid graduate medical training license from the Pennsylvania State Board of Medicine or the Pennsylvania State Board of Osteopathic Medicine. Failure to obtain a license from the appropriate Pennsylvania authority is grounds for rescission of this contract.

Resident agrees to provide Medical Center with immediate written notification of any action which is taken, or which is contemplated to be taken, against the license issued by the Commonwealth of Pennsylvania, including, but not limited to, disciplinary action such as suspension, revocation, limitation or other restrictions. Medical Center shall have the option to terminate this Resident Agreement or suspend its obligations under this Resident Agreement pending the outcome of any such disciplinary proceeding.

Resident is responsible to provide verification of completion for any prerequisite training pursuant to Section II of the CSERDR (Exhibit C).

2.6 Assigned Work and Work Hours

Resident shall be present and available for work assigned to Resident by the Program Director, including night, weekend or any special work assignment which Resident may be given at the discretion of the Program Director. The Program Director is responsible for the appropriate scheduling of work time, including provision of adequate off-work hours.

Resident understands and agrees that the hours of work will vary with the clinical area to which Resident is assigned from time to time. Medical Center shall, however, maintain an environment conducive to the health and well-being of Resident. The customary and usual schedule for resident physicians on the service to which Resident is assigned shall adhere to work hour limits consistent with ACGME standards. (Work Hour Policy - Exhibit E).

2.7 Patient Care

Resident shall participate in safe, effective and compassionate patient care, under supervision, commensurate with Resident's level of advancement and responsibility.

2.8 Educational Activities

Resident shall participate fully in the educational activities of the Training Program and, as required, assume responsibility of teaching and supervising other residents and students. Residents will be expected to fulfill the objectives of the ACGME's six core competencies as set forth by their individual program. The competencies are: Medical Knowledge, Patient Care, Practice Based Learning, Interpersonal/Communication Skills, Professionalism, and System Based Practice.

2.9 Medical Staff Programs

Resident shall participate in the Medical Center's institutional programs and activities involving the medical staff and follow all practices, procedures and policies of the Medical Center. Resident agrees to abide by all the rules and regulations of the Medical Center and its affiliated institutions to which Resident may be assigned from time to time, and agrees to render all service under the direction of the Program Director and of the director or coordinator of the service to which Resident is assigned.

2.10 Self-Study

Resident shall develop a personal program of self-study and professional growth with guidance from the program and teaching staff.

2.11 Committee Participation

Resident shall participate, when invited, in institutional committees and councils, especially those that relate to patient care review and medical education activities.

2.12 Leave of Absence

Resident shall agree to adhere to the Geisinger GME Leave of Absence Policy (Exhibit G).

2.13 Step 3/Level 3 Exam

Resident shall agree to adhere to the Geisinger GME Step Exam Policy (Exhibit H)

3. Compensation and Benefits

3.1 Stipend

Medical Center agrees to compensate Resident at an annualized rate of \$41,234.56, to be paid in twenty-six (26) equal bi-weekly installments. Annual compensation rate is subject to increase after contract has been signed.

3.2 Benefits and Support Services

Resident understands and agrees that benefits attached in Exhibit B will change from time to time and that the offerings listed within Exhibit B are in no way binding upon Medical Center. Medical Center will use its best efforts to notify Resident of any material changes within benefit offerings.

In addition to the stipend described in 3.1 Medical Center agrees to provide Resident with certain benefits and support services outlined in the Resident Benefit Summary (Exhibit B), or as updated with Exhibit B during the term of this agreement. These are subject to change from time to time at the discretion of Medical Center. Medical Center will use its best efforts to notify Resident of significant changes as they occur with respect to such benefits and support services and will provide more detailed information upon request. It is understood and agreed by Resident that due to the need for brevity and the fact that certain benefits and support services are provided through contracts of insurance containing detailed descriptions of the benefits and through Medical Center Policies which are subject to change from time to time.

Benefit Summary shall be construed as a summary of some of the elements of the various fringe benefits provided, and will not be construed as binding Medical Center or Resident to terms, conditions of amounts of

insurance coverage other than that expressly set forth in the respective insurance policies and Medical Center policies which may be in effect from time to time.

3.3 Contract End Date

Residents graduating or exiting a program will leave no sooner than 10 business days from the end of their contract.

4. Liability Insurance

The Medical Center and its affiliated institutions shall provide Resident with professional liability insurance coverage as required by Pennsylvania law and consistent with that provided other medical/professional practitioners at the level of education and training in their field or specialty.

5. Professional Activities Outside the Program

Resident may be permitted to work for remuneration outside the scope of the educational activities and regularly assigned work of this Agreement. Prior, written notice detailing such activities must be presented to Program Director, Designated Institutional Official, or designee and written permission must be received from all parties. Such activities must adhere with ACGME work hour policies and shall not interfere with Resident's ability to perform the obligations and work under this Agreement as determined by the Program Director. Activities must adhere to Geisinger policies as well as all applicable visa, legal or regulatory requirements. Such activity is pursuant to a contract between the clinical entity and Medical Center in which salary and fees are paid to Medical Center and Medical Center provided remuneration to Resident. (Moonlighting Policy - Exhibit F).

6. Sexual Harassment

Resident understands and agree that sexual harassment will not be tolerated. Complaints or concerns regarding sexual harassment may be submitted either to the Program Director or Designated Institutional Official, or to the designated sexual harassment contact person in accordance with Geisinger Health System Sexual Harassment Policy. Conduct by Resident which constitutes sexual harassment shall be grounds for dismissal or other disciplinary action.

7. Non-Qualification for Unemployment Compensation

It is understood and agreed that services performed by Resident in the fulfillment of obligations in the approved program of graduate medical education are services performed in the hospital by an individual who has successfully completed and graduated from a health professional school chartered or approved pursuant to the laws of Pennsylvania and do not constitute employment as defined by the Pennsylvania Unemployment Compensation Law. Therefore, Resident further acknowledges, understands, and agrees for the above-stated reason that Resident shall neither qualify for, apply for, or be entitled to unemployment compensation benefits at the conclusion or termination, for any or no reason, of this Agreement, or any extension thereof.

8. Evaluation

Evaluation will be performed pursuant to the Section III of the CSERDR (Exhibit C).

9. Notice of Reappointment

Reappointment will be pursuant to Section IV of the CSERDR (Exhibit C).

10. Grievance Procedure and Due Process

Resident is encouraged to seek resolution of grievances relating to duties pursuant to Section V of the CSERDR (Exhibit C).

11. Suspension, Dismissal or Disciplinary Action

Suspension, dismissal or disciplinary action will be pursuant to Section VI and VII of the CSERDR (Exhibit C).

12. Certification of Completion

Certification of completion of the program will be contingent upon, including but not limited to, Resident returning all Medical Center property such as books, equipment, or protected health information, and having completed all medical records for which they are responsible, as well as, having settled any other professional or financial obligations to the Medical Center.

13. Enforcement of Security Measures

Resident acknowledges their obligations under HIPAA to maintain the confidentiality and security of protected health information (PHI) of Geisinger's patients. As such, Residents must not maintain patient medical records with inclusive identifiers on portable devices such as thumb drives, laptops and mobile devices without first obtaining permission from departmental or resident supervisor and second arranging for appropriate security measures to protect such data.

14. Miscellaneous

14.1 Applicable Law

This Agreement shall be governed by the laws of the Commonwealth of Pennsylvania. Venue shall be in Montour County.

14.2 Waiver of Breach

The waiver of either party of a breach of violation of any provision of this Agreement shall not operate as, or be construed to be, a waiver of any subsequent breach of the same or other provision hereof.

14.3 Severability

In the event any provision of this Agreement is held to be unenforceable for any reason, the unenforceability thereof shall not affect the remainder of this agreement, which shall remain in full force and effect and enforceable in accordance with its terms.

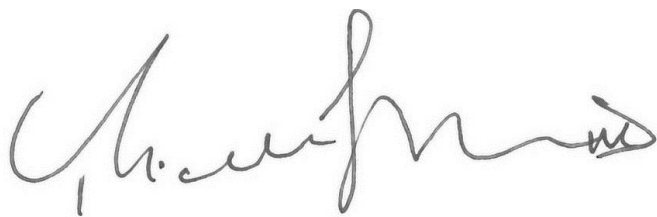
14.4 Entire Agreement

This Agreement constitutes the entire Agreement between the parties and supersedes all prior understandings. Any changes or alterations to this Agreement must be in writing and signed by the parties.

14.5 Acknowledgment

Resident acknowledges reading this Agreement prior to signing.

Jane Doe, MD



Michelle Thompson, MD
Designated Institutional Official

*Salary subject to increase.

*Start date contingent upon acquisition of appropriate license and visa.

Office of Medical Education
Medical Education Updates 12/20/2024