

**WOMEN & INFANTS HOSPITAL OF RHODE ISLAND
FELLOWSHIP AGREEMENT**

WOMEN & INFANTS HOSPITAL OF RHODE ISLAND (the “Hospital”) offers the physician, Enter Resident/Fellow Name(the “Fellow”), who hereby accepts appointment as Fellow under the following terms and conditions.

Department: Pediatrics
Specialty: Neonatal-Perinatal Medicine
Level of Training: PGY-Enter Year
Duration of Appointment: **One (1) year FROM: July 1, 2023 TO: June 30, 2024**
Annual Stipend: \$Enter Yearly Salary

PGY 4:	\$72,924
PGY 5:	\$77,308
PGY 6:	\$79,557
PGY 7 (if Chief Resident as PGY 4):	\$83,896

I. HOSPITAL’S OBLIGATIONS

- A. Provide a suitable environment for medical educational experience.
- B. Provide a training program that is accredited by the appropriate accreditation bodies, including, but not limited to the Accreditation Council for Graduate Medical Education (ACGME), American Osteopathic Association (AOA), American College of Osteopathic Internists (ACOEP), as well as the appropriate Specialty Boards.
- C. Provide clinical programs of sufficient quality so that fellows who successfully complete the graduate medical education program will be qualified to enter in the specialty and subspecialty board examination and certification process.
- D. Pay stipend in installments, subject to stipulations specified herein and Hospital policies regarding payroll production and payment for disabilities whether related or non-related to the training program.

The Hospital’s obligations to provide said program and payments are at all times subject to the Fellow’s performance hereunder.

II. FELLOW’S OBLIGATIONS

- A. Successfully complete the Fellow's respective medical school program OR current training program year by the last day of the month preceding the start date of the Fellow's training program outlined herein.
- B. Participate in safe, effective and compassionate patient care under supervision, commensurate with his/her level of advancement and responsibility.
- C. Participate fully in the educational activities of his/her program and the department and, as reasonably required, assume responsibility for teaching and supervising other residents/fellows, students and other learners. Participation in a prescribed set of educational conferences and activities is a prerequisite to completion of the residency/fellowship. Some educational activities occur on weekends or after normal duty hours. Attendance at these educational sessions is considered part of the responsibilities of fellowship training. Attendance is mandatory unless a particular fellow is on call or is away.
- D. Participate in institutional programs and activities involving the medical staff.
- E. Adhere to established practices, procedures and policies of the Hospital, the program, and any other institutions participating in activities and rotations assigned as part of the fellowship program and abide by the Hospital bylaws governing the medical staff and rules and regulations and policies of the medical staff as they pertain to resident/fellow trainees.
- F. Provide proof to Hospital that he/she is eligible for limited medical registration or full licensure as a physician in the State of Rhode Island and, as applicable, for other states where rotations are performed.
- G. Participate in institutional committees and task forces, especially those that relate to patient care activities and resident/fellow education, as reasonably required.
- H. Develop a personal program of self-study and professional growth with guidance from the fellowship program faculty.
- I. Conform to Hospital (or any health care facility or agency to which assigned) policies, procedures and regulations as established from time to time by the Hospital and applicable federal and state laws.
- J. Achieve the educational objectives of the program that include a demonstration of the specific knowledge, skills, and attitudes of the core competencies in patient care, medical knowledge, practice-based learning, interpersonal and communication skills, professionalism, and systems-based practice, including achieving the Milestones.
- K. Complete all patients' medical records within the time period specified by the Hospital (or any health care facility or agency to which assigned). It is the Fellow's

responsibility to ensure the completeness and accuracy of these records. Failure to comply may result in disciplinary action.

- L. Fellows are also required to complete and submit evaluations of faculty and the rotations to the program. Fellows are also responsible for keeping their duty hours' time records accurate and current. Failure to complete these records may result in disciplinary action as determined by the Program Director.
- M. At all times comply with the Hospital's policy on harassment and discrimination, which prohibits any form of harassment or mistreatment of others. Sexual harassment includes, but is not limited to, offensive and/or unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature, when such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment. Mistreatment refers to public belittlement, offensive sexist remarks or names, or harassment based on gender, race/ethnicity, or sexual orientation.
- N. Acknowledge and comply with Hospital's policies regarding background security checks, criminal background checks, and medical screenings and immunizations, and complete forms and provide documentation deemed necessary to conduct such checks. The Fellow acknowledges his/her understanding that acceptance into the program is contingent upon the information contained in such checks and that the Hospital shall make a determination of eligibility in accordance with the Hospital's policies in effect at that time.
- O. Read the Fellow Handbook and be familiar with the contents, especially the educational objectives of the residency/fellowship and the individual rotations. As used herein, the Fellow Manual, as well as any applicable program-specific manuals provided to the Fellow as part of his/her program shall be collectively referred to as the "Fellow Handbook".

III. DUTY HOURS

The Hospital is responsible for promoting patient safety and education through carefully constructed duty hour assignments and faculty availability. The program has an established policy on duty hours, which appears in the Fellow Handbook. The duty hours established by the program are designed to support the physical and emotional well-being of the fellow, promote an educational environment, and facilitate patient care. The program will track the Fellow's duty hours. The Fellow must ensure that his/her duty hours are accurately reported and recorded.

IV. MOONLIGHTING

As used herein, the term moonlighting refers to professional and patient care activities that are external to the residency program. Moonlighting activities, whether internal or external, may be inconsistent with sufficient time for rest and restoration to promote the Resident/Fellow's educational experience and safe patient care. The program or Hospital

does not require moonlighting as part of the Resident/Fellow's training. Moonlighting will be counted toward a Fellow's duty hours and as such this time must be recorded in the Fellow's time report. No moonlighting will be permitted without specific prospective, written permission by the Program Director. This record will be kept in the Fellow's file. The program will monitor the effect of these activities upon the Fellow's performance. Adverse effects may lead to the withdrawal of permission by the Program Director. Requests to moonlight must include the site and number of hours the fellow intends to moonlight. In the event that moonlighting in Massachusetts requires a full medical license, the fellow is responsible for the expense of the license and ensuring that he/she has professional liability coverage to work at the moonlighting site. Any moonlighting by the Fellow should be in accordance with the moonlighting policy outlined in the Fellow Handbook and should not affect the Fellow's performance.

V. PROGRAM CLOSURE, REDUCTION, OR LOSS OF ACCREDITATION

In the event that the number of fellows in the Hospital's training program is reduced or the Hospital's training program is discontinued, the Hospital will inform the GMEC, the DIO, and the Fellow as soon as possible, and will either allow the Fellow to complete his/her education or assist the Fellow in enrolling in another program accredited by the same respective accreditation body in which the Fellow can continue his/her education. The program will ensure proper disposition of the Fellow's fellowship education records to this new program. All efforts will be consistent with the established program closure and reduction policy found in the Fellow Handbook, and where applicable, in accordance with Federal regulations governing the Exchange Visitor Program (for exchange visitor visa holders).

VI. AUTHORIZATION TO RELEASE INFORMATION

The Fellow understands and agrees that should another institution, organization, or individual to which the Fellow has applied (e.g., state boards, specialty boards, medical staffs, health providers, etc.) request a reference from the Hospital, the Hospital may divulge any and all information it possesses concerning the Fellow, including information relating to any suspension or termination of this Agreement. The Fellow hereby authorizes the Hospital to release such information under these circumstances, either during the term of this Agreement or thereafter and to indemnify and hold harmless Hospital employees and agents from any liability arising from that disclosure.

VII. NON-COMPETITIVE AGREEMENT

- A. The Hospital does not require fellows to sign a non-competition guarantee.
- B. The Fellow acknowledges his/her understanding that acceptance to and completion of the training program in no respect guarantees or implies any right to medical staff appointment or granting of medical staff privileges in any other capacity, or any other employment or subsequent consideration for appointment by or at the Hospital.

VIII. FINANCIAL SUPPORT AND BENEFITS

- A. Vacation: The amount of vacation time allotted each academic year to the Resident/Fellow is determined by level of training, as outlined in Appendix A. Vacations must be scheduled in accordance with the Fellow Handbook and as outlined in Appendix A.
- B. Professional Liability Coverage: The Hospital shall provide professional liability coverage for the Fellow, as outlined in Appendix A.
- C. Health and Dental Insurance: The Hospital shall make available to Fellow and his/her eligible dependents Health and Dental Insurance, as outlined in Appendix A.
- D. Workers Compensation, Life Insurance and Disability Insurance: The Hospital provides Life and Disability Insurance for the Fellow, as outlined in Appendix A.
- E. Leave (Parental, Sick and Other): The Fellow is entitled to leave of absence and sick leave benefits in accordance with the Hospital policies, as outlined in Appendix A. Each request for a leave and any effect on Fellow's participation in the program will be considered on a case by case basis.
- F. Living Quarters (for duty only) and Meals: The Hospital will provide living quarters, meals, and certain other benefits to the Fellow as specified in Appendix A.
- G. The Hospital will reimburse the Fellow for payment of full medical licenses to the RI Board of Medical Licensure. The Hospital will also reimburse the Fellow for payment of Federal DEA registration. Failure to maintain the appropriate level of license may result in immediate termination from the Hospital.

IX. PERFORMANCE EVALUATION AND CONDITIONS FOR REAPPOINTMENT

- A. It is agreed that the initial term of this Agreement shall be as specified herein above with the understanding that, based upon the structure and capacity of the program, the financial capacity and needs of the Hospital, and a favorable recommendation from the committee(s) or individual(s) assigned by the program to evaluate the Fellow's performance, the Fellow, with his/her written agreement is eligible to be reappointed annually through the completion of the normal course of training of the program.
- B. The parties acknowledge and agree to the terms of the relevant policies on selection, evaluation, supervision, and due process for residents, as outlined in the Fellow Handbook.
- C. The program will evaluate the Fellow at least once semi-annually. The program shall maintain a record of the Fellow's evaluations, which shall be accessible to

Fellow. The Fellow may invoke the due process procedures outlined in the Fellow Handbook in connection with any such performance evaluation.

- D. It is agreed that neither party shall terminate this Agreement prior to its expiration date without first giving prior written notice to the other. The Hospital shall have the right to terminate this Agreement at any time during the term hereof or any renewal thereof for cause, i.e., for misconduct or as a result of disciplinary action instituted against the Fellow for failure to comply with the terms outlined in Section II of this Agreement, or failure to fulfill any other obligations or provisions of this Agreement. In the event the program is not going to renew a Fellow's agreement of appointment, the program will notify the Fellow no later than four months prior to the end of the Fellow's current agreement of appointment except if the primary reason(s) for the non-renewal occurs within the four months prior to the end of the agreement of appointment. In such cases the program will provide the Fellow with as much written notice of the intent not to renew as the circumstances will reasonably allow, prior to the end of the agreement of appointment. The Fellow may implement the institution's grievance procedures as described in the Fellow Handbook if the Fellow receives a written notice of intent not to renew the Agreement.

X. SUBSTANCE ABUSE

The Hospital provides information for incoming fellows on physician impairment. Hospital policy on substance abuse and physician impairment appear in the Fellow Handbook and/or Hospital's bylaws.

XI. ACCOMODATION FOR DISABILITIES

The Hospital will provide accommodations for disabilities in accordance with the Rhode Island Fair Employment Practices Act and the federal Americans with Disabilities Act.

XII. TERMINATION

- A. This Agreement may be terminated prior to its expiration for reasons stated in this Agreement or referred to by the Fellow Handbook.
- B. Hospital may terminate this Agreement immediately and without notice in the event Fellow is convicted of a serious misdemeanor or felony or enters a plea of no contest (nolo contendere) to same, or is charged with serious misbehavior in any forum of any type where inimical to the program or Hospital institutional standards (in the sole determination of Hospital) before or during the term of this Agreement.
- C. Fellow shall not terminate this Agreement prior to its expiration date without four (4) months prior written notice to the Program Director.
- D. A fellow who is terminated from the program may request fair and reasonable review of that decision under the grievance and appeal policy, as referred to in the Fellow Handbook.

- E. If this Agreement is terminated prior to its expiration date, each party, at its option, may submit an explanatory statement to the appropriate accreditation body. Such statements shall be available to inquirers at the discretion of the accreditation body. All applicable federal and state laws relative to reporting requirements also will be adhered to.

XIII. GENERAL PROVISIONS

- A. The rights and obligations of the Hospital under this Agreement shall inure to the benefit and be binding upon the successors and assigns of the Hospital. The Fellow may not assign or transfer his/her rights or obligations under this Agreement, and any assignment or transfer made in violation of this provision shall be void.
- B. This Agreement and all matters arising out of and related to the Agreement shall be construed and enforced exclusively in accordance with the laws of the State of Rhode Island, without regard to conflict of law rules of the State of Rhode Island.
- C. The Section headings in this Agreement are for reference only and shall not affect the interpretation or meaning of any provision of the Agreement.
- D. No delay or omission by either party to exercise any right or remedy under this Agreement shall be construed to be either acquiescence or the waiver of the ability to exercise any right or remedy in the future. Any waiver of any terms and conditions hereof must be in writing, and signed by the parties hereto. A waiver of any term or condition shall not be construed as a future waiver of the same or any other term or condition hereof.
- E. This Agreement is the final and entire agreement between the parties with respect to the subject matter set forth herein, and supersedes all prior agreements, understandings, representations, and statements, whether oral or written. Neither this Agreement nor any provisions hereof may be modified or amended unless in an instrument signed by both parties.
- F. If any provision of this Agreement is held illegal or unenforceable in a judicial proceeding, such provision shall be severed and shall be inoperative, and, provided that the fundamental terms and conditions of this Agreement remain legal and enforceable, the remainder of this Agreement shall remain operative and binding on the Parties.