

## Salary and Benefits

Salary for residents in each year of training is outlined in the University of Washington Housestaff Association collective bargaining agreement.

R-level	Salary	Allowance for housing and	Chief resident supplement	Annual Compensation
2	\$66,132	\$6,000		\$72,132
3	\$68,868	\$6,000		\$74,868
4	\$71,808	\$6,000	\$2700	\$80,508
5	\$74,892	\$6,000		\$80,892

*Washington State does not have a personal income tax*

*Further information about the new contract:*

<https://hr.uw.edu/labor/academic-and-student-unions/rfpu-nw>

## Radiation Oncology Resident Annual Allotment

Background: The department of Radiation Oncology Chair may choose, at their discretion and based upon funds available, to provide an annual allotment of funds to each resident equal to that required by the CBA, or in excess of that amount as department funds are available and approved by the Chair. The allotment is to be used for reasonable expenses in a fiscal year. Unused funds will not carry over.

Policy: The intent of these funds is to allow residents to invest in their professional development and secure any training and/or licensing that is necessary for them to satisfactorily meet their educational and long-term career goals while in the Department.

Appropriate use of these funds include:

- Washington State post-graduate limited license (required by CBA).
- BLS Training (required by CBA).
- USMLE/COMLEX Step III fees if not reimbursed by previous party (required by CBA).
- ABR board fees.
- Professional organization memberships.
- Registration and necessary travel for conferences approved by the Program Director.
- On-line courses that will enhance the training experience of the resident.
- Reference materials (hard copy or on-line) not provided by the department or UW Library.
- Software applications needed for research.

- Laptop or other technology needed for work approved by the Program Director. Note: All technology is owned by the University of Washington and returned at the end of residency.
- Other materials or conferences deemed reasonable by the Program Director and the Department Chair or his designee.

*Any unusual exceptions should be addressed to the Residency Program Director and Vice Chair of Finance and Administration.*

*A fee-exempt DEA license is available to all UW-affiliated trainees.*

<b>AY22-23 UW Resident Allotment Schedule</b>	
<b>R-level</b>	<b>Yearly</b>
2	\$2200
3	\$2200
4	\$3400
5	\$4500

#### Medical, Dental and Life Insurance

Major medical, dental, basic life, accident and long-term disability insurance plans are provided to all house staff and their dependents through the University of Washington. Coverage begins on the first day of your appointment. Optional supplemental life insurance and a flexible spending account for medical expenses are available. ([See benefits summary PDFs.](#))

#### Retirement Plans

The UW Retirement Plan is a fully portable, tax-deferred, defined contribution plan. Employee contribution is based on age and is matched 100% by the university. You may enroll at the date of

appointment, but will be automatically enrolled two years from the date of appointment. Additional tax-deferred retirement savings can be deducted through the Voluntary Investment Program, a 403(b) program.

### Vacation and Sick Leave

In AY22-23, all full-time residents will receive 28 days (20 weekdays) of paid vacation per academic year. Residents also receive one paid personal holiday per calendar year.

Residents receive 17 days of paid sick and health maintenance leave at the start of each one-year appointment period that will be broken down as 12 business days and 5 weekend days. Unused sick leave rolls over between academic years. Bereavement leave

Residents also receive paid professional leave days for presenting at meetings, job interviews, board studying, and other conferences at the discretion of the program director.

For qualified leave of absence, UW paid time off (paid personal holiday, vacation, and sick) all counts towards ACGME's requirement of 6 weeks of pay available. Additionally, Washington State's [Paid Family Medical Leave \(PFML\)](#) payments count as an eligible payment option. Residents who do not have at least 6 weeks of combined paid time off and are not eligible for PFML may be eligible for additional UW paid time off.

The Department of Radiation Oncology has a strong dedication to residents and their families. We are committed to working with residents to support them as they grow and care for their families. Parental leave is defined as up to four months of leave but may be extended up to 6 months, including time covered by FMLA during the first year after a child's birth or placement. While on parental leave residents may use a combination of up to 18 weeks of sick, paid holiday, and/or unpaid time off, and may utilize PFML. Training extensions are determined by ACGME and ABR board requirements.

### Childcare

The RFPU-NW administers a childcare fund to help reduce the financial burden of childcare services outside of the University Centers for eligible housestaff.

### Call Responsibilities

Residents take after hours and weekend home-call 21 weeks over 4 years (roughly 7 weeks during PGY-2, 6 weeks during PGY-3, 5 weeks during PGY-4, and 3 weeks during PGY-5).

### Meals

Meal reimbursement is provided at the UW Medical Center and Harborview Medical based on trainee schedules (\$13 per meal).

### Parking and Transportation

The UW Transportation Services department offers residents a wide range of transportation benefits including a fully subsidized transit pass and personal commute planning services. The free ORCA transit pass allows for unlimited individual use on bus, light rail and other transit services throughout the region. Bike trails and residential streets make commuting by foot or bike safe and convenient from nearby neighborhoods.

Parking at the VA and Northwest Hospital/Proton Center is free for residents. At UW Medical Center and

Harborview Medical Center parking is available at a reduced rate through residents' Husky Card accounts. UW shuttle networks provide direct connections between most training sites. If a shuttle is not available, and a resident must travel during the day between two centers, the program will pay for rideshare transportation.

### Professional Liability Insurance

The University of Washington provides professional liability insurance coverage for residents with unlimited coverage for professional activities conducted in properly accredited settings.

### Libraries and Information Services

The Health Sciences Libraries at [University of Washington](#) and [Harborview Medical Center](#) provide a wide array of onsite and online resources, including [access](#) to journals and textbooks including Gunderson & Tepper's Clinical Radiation Oncology, Practical Radiation Oncology Physics: A Companion to Gunderson & Tepper's Clinical Radiation Oncology, Khan's Treatment Planning in Radiation Oncology, Abeloff's Clinical Oncology, DeVita, Hellman & Rosenberg's Cancer: Principles & Practice of Oncology, UpToDate, and others. Library services include article retrieval to obtain a reprint of any journal article not available immediately within 1-2 days.

Residents have access to technology resources from UW IT Connect. These include robust email and calendar tools, secure remote network access, file storage, free and low-cost software, online technology courses, use of audio/video equipment and extensive Wi-Fi networks. The program and UW also make basic statistical (prism, matlab, SAS) and research (RedCap) software available.

### Miscellaneous

The majority of professional societies offer free memberships to residents. Residents also enjoy tuition exemption at UW; access to UW childcare centers; enrollment priority at off-site childcare centers; and a variety of perks and discounts available to UW employees.