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3 Title: Paternal and Maternal Leave for Medical Students, Residents, and Physicians  
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5 Introduced by: Ashton Lewandowski, for the Medical Student Section  
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7 Original Authors: Aubrey Haughn and Marisa Stratelak  
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9 Referred To: Reference Committee E  
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11 House Action: **APPROVED AS AMENDED**  
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14 Whereas, access to and use of paid parental leave is associated with decreased infant  
15 mortality, decreased child behavior problems, increased likelihood of immunization completion,  
16 and decreased infant rehospitalization, and  
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18 Whereas, maternity leave is associated with a maternal benefit of improved postpartum  
19 mental health, decreased maternal rehospitalization, and improved breastfeeding, and  
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21 Whereas, paternity leave is associated with increased paternal involvement in neonatal care,  
22 while paternal involvement is also associated with fewer symptoms of postpartum depression in  
23 mothers, higher maternal and paternal relationship quality, and positive birth outcomes and  
24 development in infants and toddlers, and  
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26 Whereas, in 2021, the U.S. Department of Labor estimated that both parents were employed  
27 in 62.3 percent of married couple families with children, and  
28

29 Whereas, compared to other high-income countries, the United States is the only country  
30 without paid parental leave, while the average paid maternity leave entitlement in 10 Organisation  
31 for Economic Co-operation and Development (OECD) countries is 44 weeks, and  
32

33 Whereas, the health benefits of parental leave continues to increase as parental leave is  
34 extended, with the greatest mortality reduction occurring with 40 weeks of job-protected time off,  
35 and  
36

37 Whereas, the Accreditation Council for Graduate Medical Education (ACGME) guarantees six  
38 weeks of paid parental leave for residents of ACGME accredited supporting institutions, the  
39 American Academy of Pediatrics (AAP) supports a minimum of 12 weeks paid leave, with an option  
40 for more, based on the strong evidence it benefits maternal physical and mental health outcomes,  
41 as well as the growth and development of infants, and  
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43 Whereas, following the 2022 AMA Interim Meeting, the AMA modified existing AMA policy  
44 to recommend that medical practices, departments, and training programs strive to provide 12  
45 weeks of paid parental, family, and medical necessity leave in a 12-month period for their attending  
46 and trainee physicians as needed, and  
47

48           Whereas, the American Medical Association H-405.960 policy endorses the concept of equal  
49 parental leave for birth and adoption as a benefit for resident physicians, medical students, and  
50 physicians in practice regardless of gender or gender identity, and  
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52           Whereas, MSMS Resolution 07-15 addresses the importance of paid parental leave for the  
53 general population, it fails to address its necessity and areas for improvement amongst physician,  
54 resident, and medical student health care providers; therefore be it  
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56           RESOLVED: That MSMS encourage policy development regarding the allowance of up to  
57 12-weeks paternal and maternal leave for medical students, residents, and attending physicians in  
58 accordance with recommendations from the American Academy of Pediatrics, while ensuring that  
59 individuals understand the consequences such leave may impact graduation date and board  
60 eligibility.  
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63 WAYS AND MEANS COMMITTEE FISCAL NOTE: \$1,000-\$2,000

**Relevant MSMS Policy:**

**Parental Paid Leave**

MSMS supports parental paid leave.

**Relevant AMA Policy:**

**Policies for Parental, Family and Medical Necessity Leave H-405.960**

Our AMA urges residency training programs, medical specialty boards, the Accreditation Council for Graduate Medical Education, and medical group practices to incorporate and/or encourage development of leave policies, including parental, family, and medical leave policies, as part of the physician's standard benefit agreement. Our AMA recommends that medical practices, departments and training programs strive to provide 12 weeks of paid parental, family and medical necessity leave in a 12-month period for their attending and trainee physicians as needed.

**Sources:**

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14. <https://www.aap.org/en/news-room/news-releases/aap/2021/aap-statement-on-house-comprehensive-paid-leave-proposal/>
15. <https://www.ama-assn.org/medical-students/medical-student-health/ama-backs-stronger-leave-policies-medical-students-doctors>

16. <https://policysearch.ama-assn.org/policyfinder/detail/family%20leave?uri=%2FAMADoc%2FHOD.xml-0-3580.xml>
17. <https://www.msms.org/hodresolutions/2015/07-15F.pdf>