

## Sick Call and Backup Coverage Policy

In the event that a faculty member is unable to work a scheduled shift, they must activate back-up coverage by contacting either the Administrator on Call (AOC) or the designated back-up physician directly. For each specific event that results in missed shifts, the first three shifts must be paid back through direct shift swaps, regardless of the reason (with exceptions such as bereavement potentially handled differently). Any additional missed shifts beyond the initial three for that event will be offered as paid moonlighting opportunities to available faculty. Faculty members assigned to back-up call must remain available, be able to arrive within one hour if called upon, and must be fit for duty, including not being under the influence of alcohol or any impairing substances.