

CPE Resident Benefit and Expectations Agreement

**UnityPoint Health – Meriter
August 2021 – September 2022**

BENEFITS

The annual wage for the residency is \$32,000.

Eligibility to participate in UnityPoint Health - Meriter service's Medical and Dental insurance programs at employee rates.

Life insurance policy equivalent to your annual wage.

Meriter matches any required Social Security taxes (OASDI and Medicare), if not an ordained clergy.

Housing allowance can be declared from salary if you are an ordained clergy.

Paid time off is called Earned Time or Benefit Scheduled Earned Time (BSE). The total amount for the year of BSE is 128 hours (16 days) to be available after the ninety-day probationary period. BSE is for vacation, holidays, sick days, and personal time. Time that has not been used at the end of the residency will be forfeited.

Residents are responsible for providing Holiday coverage. Each Resident will work one winter holiday and one summer holiday. The 6 legal holidays recognized by UnityPoint Health - Meriter (Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day, and July 4th, and Labor Day). Adjustments will be made if a Resident's (and Interns) religious tradition necessitates other days for religious observances. Holiday time off is BSE and subtracts from your total BSE bank of 128 hours.

Bereavement Leave will be paid time off, as needed, with supervisory approval.

A paid membership in ACPE as a student.

A minimum scheduled day per unit for personal development/self-care.

A paid membership in the UnityPoint Health - Meriter Association of Spiritual Caregivers (ASC) is provided.

RESPONSIBILITIES

CPE Residents are expected to provide primary on-call coverage for the Department of Spiritual Care on weekends (7:30am to 5:00 pm – Sat. or Sun.) when needed. Residents will develop a schedule for holiday coverage. Permanent staff will provide Back Up-On Call to CPE Residents.

CPE Residents participate in two adult memorial services and two perinatal memorial services.

Residents will debrief the Night Chaplains on the day they carry the On-Call Pager. Permanent chaplaincy staff is available to debrief the Night Chaplain when this is arranged ahead of time with them. Leaving the On Call Pager at the Switchboard is inappropriate; it must be handed off to a chaplain.

Attendance at Monthly UnityPoint Health - Meriter All Chaplains Meeting is required.

Residents are required to plan, report, and communicate to the Department Manager regarding their schedule and any absences.

Additional standards, benefits, and responsibilities for UnityPoint Health – Meriter CPE Residents are outlined in the Student Handbook.

Please review, sign and date on line below.

Student

ACPE Certified Educator

Date

Date