

**HURLEY MEDICAL CENTER  
RESIDENT PHYSICIAN CONTRACT**

I, «**FirstName**» «**LastName**», sign this letter of agreement for a postgraduate year (PGY1) position from **July 1, 2026, to June 30, 2027**, at Hurley Medical Center in the \_\_\_\_\_ **Residency Training Program**. The salary will be \$55,467.

I understand that Hurley Medical Center House Staff Association represents all resident physicians and/or fellows for collective bargaining purposes and that the contract agreed upon by the Association and the Medical Center establishes my wages, hours, conditions of employment, vacation, and leaves of absence. I also understand that this contract is contingent upon the existence of an agreement between Hurley Medical Center and the House Staff Association. I further understand that I am covered by the terms of this agreement between Hurley Medical Center and the House Staff Association, including the benefits and obligations provided in the agreement, whether or not I elect to become a member of the Association. In addition, I understand that I am eligible for medical, parental and caregiver leave in accordance with the Graduate Medical Education policy, Medical Center policy, and applicable laws.

I further understand that:

1. Failure of the resident physician to obtain a license to practice as a medical doctor (M.D.) and/or a doctor of osteopathic medicine (D.O.) in Michigan shall result in immediate termination.
2. Failure of the resident physician to comply with defined educational requirements in the department may result in termination at the discretion of Hurley Medical Center.
3. When required, a resident physician must obtain an appropriate visa deemed acceptable for residency training and acceptable at Hurley Medical Center. Failure of the resident to meet visa requirements may result in termination of the contract at the discretion of Hurley Medical Center.
4. If the resident physician's postgraduate year is extended because the total leave of absence scheduled by the resident physician is in excess of a specific specialty board or other specific accreditation requirements, the contract must be revised to reflect accurate dates of the resident's postgraduate year. Failure to revise the contract may result in termination of the contract, at the discretion of Hurley Medical Center.
5. If the resident physician's postgraduate year is extended because the resident has not met program-specific criteria for being promoted to the next postgraduate year level of the residency, the contract may be terminated, at the discretion of Hurley Medical Center.
6. If the resident fails to comply with the rules and regulations of Hurley Medical Center the contract may be terminated at the discretion of Hurley Medical Center.

I also understand that advancement to the next postgraduate year level of residency is **NOT** guaranteed and will be determined by the program director and educational committee of the department.

\_\_\_\_\_  
Insert Resident's name/title here

\_\_\_\_\_  
Adiraj Singh, M.D.  
Program Director, Internal Medicine Residency

\_\_\_\_\_  
Melany Gavulic  
President and CEO, Hurley Medical Center

*A resident attending orientation prior to this contract start date of July 1, 2026, shall be compensated at the hourly rate of the resident's first postgraduate year. Compensation shall not exceed the actual time, with a maximum of 8 hours per orientation day. If the resident does not attend scheduled orientation session(s), Hurley Medical Center will adjust the salary accordingly, but no less than the annual salary for a residency, which is \$55,467. The resident shall be responsible for completing orientation requirements that will include, but not be limited to, the following: Epic training, completion of Infection Control/Quality Management session, and completion of Human Resource documents. If the resident arrives after July 1, there will be no additional compensation for orientation. Hurley Medical Center will reasonably work with the resident to complete orientation.*