

## **FMLA/Disability forms For Pregnancy: Frequently asked questions**

### **Maternity Leave in the U.S.**

Paid “maternity leave” — the time a parent takes off from work following the birth or adoption of a child — is not usually provided in the United States.

- Some companies do offer paid time off for expecting mothers and partners
  - Most women must rely on:
    - Short-term disability
    - Sick leave or vacation days
    - Personal days
    - Unpaid leave through the Family and Medical Leave Act (FMLA)
- 

### **Short-Term Disability vs. FMLA**

- **Short-Term Disability**
  - Usually, a paid benefit through your employer or insurance
  - Covers 6 weeks after vaginal delivery or 8 weeks after cesarean delivery (doctor-authorized recovery time)
  - Only covers the “medically necessary” portion of your leave
- **FMLA Leave**
  - Provides up to 12 weeks of job-protected leave (unpaid)
  - Can be used for pregnancy, delivery recovery, adoption, or bonding time
  - May be used alongside disability (disability pay + FMLA job protection)
- **Intermittent FMLA Leave**
  - Instead of taking 12 weeks all at once, you can take leave in smaller blocks of time
  - Examples:
    - Reduced work schedule after returning from delivery
    - Taking time off for pregnancy-related medical appointments
    - Taking bonding leave in portions throughout the first year
  - Must be approved by the employer for scheduling reasons

## FMLA/Disability forms For Pregnancy: Frequently asked questions

### Who Qualifies?

You must:

- Work for a company with 50+ employees within 75 miles
  - Have worked there 12 months or more
  - Have worked at least 1,250 hours in the past 12 months
- 


### When Can You Use FMLA?


- Pregnancy complications (with medical documentation)
  - Childbirth recovery (6 weeks vaginal / 8 weeks C-section)
  - Bonding time with a newborn, adopted, or foster child (within 1 year of placement)
  - Post partum complications (with medical documentation)
- 

### Partners & FMLA

- Partners are also eligible for 12 weeks unpaid leave upon delivery
  - If both parents work for the same employer, they may only get a combined 12 weeks
- 

*For any of the above requests, employers usually require official FMLA or disability paperwork. While we can provide general letters confirming delivery or hospitalization, these may not meet your employer's requirements. It is **the patient's responsibility** to submit forms to our office in a timely manner. Employers often have strict **due dates** for paperwork. Please allow **14 business days** for our office to complete these forms. For job-protected leave, please submit the appropriate forms from your employer so we can complete them for you.*

 **Tip:** Request leave 30 days in advance if possible.

 **Questions?** Contact the office for assistance!

*When submitting paperwork to our office, please ensure payment is made at the front desk. The initial completion of paperwork requires a \$20 fee, while any additional forms incur a \$5 fee. To facilitate timely processing, we kindly ask that you provide the paperwork to a nurse during your scheduled appointment. By completing this form thoroughly, you help our clinical staff efficiently process your request within the 14 business days we allow. Please note that the processing time begins once both the paperwork and payment are received.*