



Prenatal & Gynecology FMLA Policy and Acknowledgment Form

Patient Name: _____ Date of Birth: _____

Understanding FMLA and Disability Leave

The Family and Medical Leave Act (FMLA) is a federal law that allows eligible employees to take up to **12 weeks of unpaid, job-protected leave** per year for certain family and medical reasons, including pregnancy and childbirth. We want to ensure you have a clear understanding of how FMLA applies during your pregnancy care and gynecology care at Eagles Landing OBGYN.

Key Points

1. **FMLA does not automatically excuse you from work before delivery.**

If your pregnancy is progressing normally and you are medically stable, we will **not provide documentation to support early leave from work**. General pregnancy symptoms such as fatigue, discomfort, anxiety/depression, or personal preference to stop working are **not** considered medical justification for leave. If you have more serious symptoms, or concerns about potential workplace hazards to you or your baby, we will evaluate the situation and respond accordingly. When medically appropriate, we will recommend that a pregnant patient be placed on disability leave from her job. Such leave is rarely required, however, and in the absence of a serious condition that would endanger the health of the mother or baby, medical ethics prevent us from making such a recommendation.

2. **FMLA leave before delivery will only be supported for serious medical complications.**

If a qualifying medical condition arises that limits your ability to safely perform your job, your provider will evaluate your situation. FMLA documentation may then be completed based on **medical necessity**, as determined by your healthcare team.

3. **Postpartum leaves are typically covered by FMLA.**

In most cases, postpartum recovery (6 weeks for vaginal delivery, 8 weeks for cesarean) qualifies as a medically indicated leave period. Additional time may be granted if complications arise. Any additional time you choose to take off beyond this must be taken in the form of leave and should be arranged directly through your employer.

4. **Leave Related to Surgery** - Each surgical procedure we perform has a recovery period which follows the American College of Obstetrics and Gynecology guidelines. You can obtain surgery specific recovery information when scheduling your procedure with us, or at any time by speaking with your physician in our office. Barring unforeseen complications, we do not extend post operative recovery disability leave. Failure to make, and keep, recommended post op appointments does not constitute cause for extending medical disability.

5. **How does FMLA differ from disability leave?** Patients may be covered under various short-term disability policies that cover pregnancy leave or medical leave. Short-term disability typically covers up to 6-8 weeks of leave (the period that is considered "medically necessary") after the birth of a child. Your physician will authorize 6 weeks of disability leave after a vaginal birth, and 8 weeks of disability leave following a cesarean delivery. You may still take the full 12 weeks off that is provided under FMLA if offered by your employer.

6. **Behavioral Health Disability** – Eagles Landing OBGYN does not complete disability or FMLA forms for Behavioral Health Disability unless this disability pertains to Post Partum Depression.

7. **Gynecology related concerns** – Eagles Landing OBGYN does not complete disability or FMLA paperwork for menstrual cycle issues or pelvic pain. **This includes intermittent leave.**

What to Expect

- All FMLA paperwork must be reviewed and approved by your provider.
- Requests for early leave must be based on documented medical necessity.
- If you have questions about your job duties or feel you may require work accommodation, please bring this up at your prenatal visit or gynecology appointment so we can assess and assist accordingly.

To better serve you, please complete the information below in its entirety to have the forms completed.

1. If forms are for your spouse, please include your spouse's name here:

2. Have you been hospitalized? Yes, ___ No ___ If yes, where, and when? _____

I have read and understand the FMLA policy as it applies to my prenatal care or gynecology. I understand that early leave from work will only be supported if there is a documented, medically necessary reason determined by my provider. By signing below, I acknowledge that it can take 7-10 business days for the completion of these forms and there is a one-time charge of \$30 to have these forms completed. We will send your completed forms directly to your employer/disability company. If you would like a copy for your records, please list your email address below so we can forward you a copy of the completed forms. You may also request a copy at your next scheduled appointment. If it has been 7-10 business days since turning in your forms and your disability company states they have not received the completed forms please contact Colleen Hendrix, Disability Processor. *You must pay the \$30 fee for form completion in ADVANCE*

If you have any questions or concerns regarding your FMLA paperwork please contact Colleen Hendrix, Disability Processor, by email on colleen@elobgynassoc.com or 770-474-1919, ext. 128.

Email address: _____

Patient Signature: _____ **Date:** _____

OFFICE USE ONLY: Chart# _____ Fee Paid: _____

