

## ATHENA OB/GYN: FMLA Policy and Disability

Thank you for allowing Athena OB/GYN to participate in this journey with you and your family! Please see the bullet points below:

- Post-partum recovery / confinement is considered a disability. ***Pregnancy, however, is not considered a disability.*** Therefore, we cannot write you out of work before the estimated due date unless there is a pregnancy complication that requires you to stop working as determined by your provider. These situations are rare.
- **FMLA:** If you are eligible for FMLA which is a maximum of 12 weeks, you may take all leave available to you, with or without pay depending on your employer. We only document the time when you are under our care for your postpartum recovery. You may also use **Intermittent FMLA** for office visits, NST's, etc., but keep in mind that it will lessen your total eligibility time.
- **Disability:** For those that qualify, your first day out will be the Estimated Date of Delivery, or date of actual delivery, whichever comes first, or the date that you can no longer work determined by your provider. Postpartum recovery time is 6 weeks after vaginal delivery and 8 weeks after C-Section Delivery. Your return to work/release from care date is on this date, so long as you have had your postpartum visit. This cannot be extended unless you have a postpartum complication that has been clearly documented by your provider.
- Please bring your forms into the office. You will need to complete an intake form.
- **If you work in Pennsylvania,** your FMLA and Disability forms are sent to our third-party company, MediCopy. Their current fee for form completion is \$30.00. MediCopy will reach out to you with your invoice when they receive your form.
- **If you work in New Jersey,** your forms will be handled by our practice in-office. Please inform the staff and indicate on your intake form if you work in NJ when you drop off your form(s).
- **For Return to Work notes or certificates:** Regardless of when you return to work, your release from care/return to work date will be 6-8 weeks after delivery, depending on the type of delivery.
- **For Accommodations:** Usual pregnancy restrictions are no lifting greater than 25lbs, no prolonged standing, sitting, or walking and allowance for frequent snacks and bathroom breaks. Should you need further accommodation, please discuss it with your provider at your appointment so that it can be documented in your chart before you request it from your employer.