

# Fertility & Midwifery Care Center



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## FMLA & Disability Policy Notification

The Family and Medical Leave Act (FMLA) is a federal law passed in 1993 that entitles eligible employees to job protection and unpaid leave for up to 12 weeks per year. Most people use their FMLA time as a continuous leave after the birth of their child, as mothers and fathers are both allowed to take this time away from work. Disability insurance provides compensation to an employee, usually at a percentage of their regular pay, during time away from work related to an illness. Both FMLA and disability should be discussed with a medical provider prior to requesting the leave.

We are happy to manage the FMLA/disability paperwork that your employer may require. We charge a **\$20.00 fee for the completion and maintenance of this documentation**. This one-time fee covers any documentation required during/after your pregnancy or surgery recovery. FMLA and disability insurance are two separate entities and usually require separate paperwork. Your employer will help you understand your eligibility for FMLA and/or disability leave due to pregnancy/surgery. If for any reason you need to be away from work prior to your birth/surgery, please discuss this with a provider.

Should you elect to begin your FMLA leave before your birth/surgery date without a documented medical reason to do so, we will complete your FMLA forms as needed. However, disability paperwork (as opposed to FMLA) cannot be completed prior to the date of your actual disability. Disability insurance provides compensation to policy holders and employers require documentation of the nature of the specific disability by a medical provider.

Please understand that FMLA and disability coverage can be complex and confusing topics for all involved and we will do our best to assist you throughout the process.

Name (print): \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_