

Wellesley Women's Care, P.C.
Obstetrics / Gynecology / Infertility

Disability Due to Pregnancy and Delivery

At some point in your pregnancy, your employer or disability insurance carrier may require that we complete forms with information regarding your pregnancy.

We urge you to contact your Human Resources Representative within your company so that you will be informed as to the benefits you are entitled to.

Wellesley Women's Care follows the guidelines set by the *American College of Obstetrics and Gynecology (ACOG)*, which states that a patient who has delivered a baby is entitled to the following weeks of maternity leave, paid or unpaid:

Normal Vaginal Delivery: 6 (six) weeks
Cesarean Section: 8 (eight) weeks

If you have been diagnosed with a medical complication and disabled by your physician prior to delivering, we will provide you with a letter informing your employer of our recommendation. After your delivery, without a clinical indication/diagnosis, we cannot extend your disability beyond the standard lengths of time above.

If your employer allows you to take a twelve-week PAID leave and requires documentation from us stating that you will be returning to work in twelve weeks, we will not be able to state that you are "medically disabled" from returning to work. We are obligated to indicate that you are able to return to work 6 or 8 weeks after your delivery, but you are electing to return twelve weeks after delivery.

The Family Medical Act Leave of 1993 (**FMLA**), requires covered employers (businesses with 50 or more employees within 75 miles) to provide 12 weeks of unpaid protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for a covered employer for at least one year.

For more detailed information, please contact:

US Department of Labor
Employment Standards Administration
Wage and Hours Division
Washington, DC 20210

Massachusetts Law (Massachusetts General Law, Chapter 149, Section 105D & Chapter 151B, Section 4) states that an unpaid eight (8) week maternity leave may be taken by a female employee who is giving birth or adopting a child.

For more detailed information, please contact:

Commonwealth of Massachusetts
Commission against Discrimination
1 Ashburton Place
6th Floor, Room 601
Boston, MA 02108

If you plan on taking advantage of the above benefits, there will be additional forms for your physician to complete. These forms usually ask us when you are physically able to return to work. Following the ACOG guidelines, we would indicate six (6) weeks after a vaginal delivery and eight (8) weeks following a cesarean section. If your employer follows the federal and/or state guidelines, how we are required to complete these forms should not affect the outcome of your FMLA or State of Massachusetts mandated leave.

