

Wellesley Women's Care, P.C.

Obstetrics / Gynecology / Infertility

Disability Due to Pregnancy and Delivery

Wellesley Women's Care will provide our patients documentation supporting a standard medical maternity leave following delivery of:

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

If your employer allows you to take a longer standard medical maternity leave, this additional time would be elective and we will not be able to provide clinical support for this portion of your leave.

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

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

We ask that patients do not complete the Health Care Provider (HCP) portion of the serious health condition form.

<https://www.mass.gov/doc/certification-of-your-serious-health-condition-form/download>

The Paid Family and Medical Leave Act (**PFML**) is a program designed to help people in Massachusetts take paid time off of work for family or medical reasons. If you are looking to apply for paid time off, you can see if you are eligible and [learn how to begin an application online](#).

[Massachusetts's PFML law](#) is [funded through employer and employee contributions](#), and is different from the federal [Family and Medical Leave Act](#), and from any benefits your employer might already offer.

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