



FMLA, ADA & Disability Paperwork – What to Expect

A quick, friendly guide from Women's Health Associates

General Information

- Paperwork requiring a provider's signature is a legal medical document – we can only certify time off that's medically necessary for your condition.
- We use a standard, consistent approach for routine pregnancy and surgical care, so timelines are the same for every patient and follow standard guidelines.
- Outside of medically necessary and certifiable conditions, extra time for personal reasons (childcare, extended bonding, etc.) is between you and your employer or insurance company – we can't add it to medical paperwork.
- There is a difference between FMLA (Family Medical Leave Act), STD (Short-Term Disability), ADA (American with Disabilities Act) accommodation requests.

Turnaround Time

- Please allow at least 7 business days for us to complete your leave paperwork.
- Submitting electronically is fastest – email forms to: appointments@womenshealthboise.com.
- ADA paperwork and some accommodation requests need a visit with your provider to complete as they are not standard requests as part of routine pregnancy or surgical care.
- We don't hold forms for "later." Once we receive it, we complete it with the information on hand – so please send complete, accurate information.

Typical Time Off Granted

Situation	Typical Time Off	Notes
Pregnancy - vaginal delivery	6 weeks	Uncomplicated delivery
Pregnancy - C-section	8 weeks	Uncomplicated delivery
Bonding time (FMLA only)	Up to 6 add'l weeks	12 weeks total - tell us in advance
Minor surgery	2 weeks	Hysteroscopy, lap tubal, D&C/D&E, labiaplasty, hymenectomy
Major surgery	6 weeks	Hysterectomy, myomectomy, A&P repair, sling

Work restrictions during pregnancy (physical labor): lifting limited to 10 lbs, standing 45 min/hr, minimal bending or overhead reaching, walking 30 min/hr, running 10 min/hr. Flight crew/pilots: no flying after 36 weeks.

Other conditions: leave is determined by your provider based on medical necessity.

Good to know: FMLA provides a total of 12 weeks within a 12-month period – this includes maternity leave and bonding time together, not in addition to it. Let us know early if you're requesting bonding time.

Questions? Contact us at appointments@womenshealthboise.com.