



## **FMLA/Disability Insurance Forms FAQ**

❖ **Who do I receive my FMLA/Disability Insurance forms from?**

- Answer:
  - Your Employer

❖ **What is the cost for getting my forms completed at Oakland Macomb OB/GYN (*OAMA*)?**

- Answer:
  - \$30 per set of forms (ex. FMLA/Short Term)

❖ **How long will it take *OAMA* to complete my forms?**

- Answer:
  - 10 business days

❖ **What is the difference between Short Term Disability and FMLA?**

- Answer:
  - **Short-Term Disability:** Eligibility is determined by one's employer. Eligibility of leave must have physician's recommendations prior to opening or submitting a claim.
  - **Family and Medical Leave Act (FMLA):** Entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons.

❖ **Is FMLA or Short-Term disability a paid leave?**

- Answer:
  - Our doctors do not determine if you are paid during your medical leave (FMLA/Short Term Disability), that is up to your employer and/or insurance company.

❖ **How much time do I receive off?**

- Answer:
  - Vaginal Delivery: 6 weeks (Per *OAMA* recommendation)
  - Caesarean Section: 8 weeks (Per *OAMA* recommendation)

❖ **How much time do I receive off for FMLA?**

- Answer:
  - The Family and Medical Leave Act (FMLA) provides certain employees with up to 12 weeks of unpaid, job-protected leave per year. It also requires that their group health benefits be maintained during the leave.

❖ **Does *OAMA* process and complete my spouse's FMLA paperwork?**

- Answer:
  - Yes, please drop-off at the same time as patient paperwork. The cost will be \$30.

❖ **Where do I drop off my paperwork?**

- Answer:
  - You can drop it off at any of our *OAMA* locations: Rochester Hills Suite 200, or Suite 350 or our Troy Office on Investment Drive.