

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. FLMA/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 with patient paperwork and 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 and our Troy Office on Investment Drive.