



Frequently Asked Questions | Leave, Disability and Accommodation Paperwork

We're happy to complete forms that might be requested by your employer under the Oregon Family Leave Act (OFLA), Paid Leave Oregon (PLO) and/or the federal Family and Medical Leave Act (FMLA) or by your disability insurance provider. **There is a charge of \$20 per form set per person.** For example, if you and your partner each need FMLA forms completed for the birth of your child or you need both FMLA and OPL forms completed for yourself, the total cost would be \$40 in each scenario. The fee will be collected before the forms are picked up, mailed or faxed to you. We can accept your credit card payment over the phone, if you wish. There is no fee for forms generated by WHA, such as a Release to Return to Work form.

What turnaround time can I expect for paperwork?

Our goal is to have your paperwork completed within five business days (one week) from receipt.

Can you bill my insurance for the \$20 / per form fee?

Your health insurance does not cover form completion, so we cannot bill them for it. If your employer requires medical forms, they are responsible for reimbursing you for our fee. Some disability insurance plans may also cover this cost. Contact the plan to find out. We will give you a receipt to help with any reimbursement request.

How much leave time will I receive for a gynecologic surgery?

Because gynecological surgeries are unique and have different expected recovery times, your surgeon will indicate the period of time you will be incapacitated based on your surgery. Please talk with your surgeon if you have questions.

Can you complete paperwork for an ongoing gynecologic condition?

In some cases, we are able to certify that a patient's ability to work is impacted by a serious gynecologic condition. In these cases, it is helpful if you can share the impact your condition has on your ability to work with your provider during your appointments so that we have enough information to fill out your paperwork.

Can you complete paperwork for a mental health condition?

Our providers are not generally able to complete paperwork for mental health conditions. In most cases, patients who are unable to work due to a mental health condition need more intensive care than what we provide at WHA. In these situations, you may receive a referral to another mental health provider outside WHA with whom you can discuss your ability to work as a result of your condition.

How much leave time will WHA certify for childbirth?

Our standard custom is to certify six weeks for an uncomplicated vaginal birth and eight weeks for an uncomplicated cesarean birth. In certain situations involving more complicated deliveries, your provider may certify additional time for recovery.



Why does my paperwork state only six to eight weeks of leave after delivery when I get 12 weeks for PLO/OFLA/FMLA for bonding?

WHA is only able to certify leave for medical reasons. The typical medical disability for postpartum recovery is six weeks for a vaginal delivery and eight weeks for a cesarean delivery.

Childbearing patients, partners, adoptive and foster parents may also qualify for bonding (parental) leave under PLO/OFLA/FMLA. Medical certification is not required for this type of leave and we are unable to certify it, though we would be happy to complete verification of birth forms. Your employer or PLO can provide additional information about bonding leave.

Can my leave start sooner than my delivery date? If so, when?

Patients are generally eligible to begin leave up to two weeks before their expected delivery date, subject to clinician approval. Please note that any leave utilized during the prenatal period will be applied toward your total leave allotment and may reduce the time you have available for bonding or postpartum recovery.

There are situations, however, when a childbearing patient *is* incapacitated prior to labor, such as being placed on bedrest or being hospitalized. In these situations, your provider will take into consideration the duties of your job, as well as your pregnancy symptoms, to make a decision about a leave start date prior to labor and delivery, when needed.

What if my provider states I need a work accommodation during pregnancy?

We are happy to provide a letter to your employer reminding them of their obligations to you regarding the Pregnant Workers Fairness Act (PWFA) which was passed on June 27, 2023. This law requires that employers provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or a related medical condition. Please see "Resources" below for further information.

Resources

- Paid Leave Oregon
<https://paidleave.oregon.gov>
- Oregon Family Leave Act, Bureau of Labor and Industry
<https://www.oregon.gov/boli/workers/Pages/oregon-family-leave.aspx>
- Family and Medical Leave Act, U.S. Department of Labor
<https://www.dol.gov/agencies/whd/fact-sheets/28-fmla>
- Pregnant Workers Fairness Act
<https://www.eeoc.gov/wysk/what-you-should-know-about-pregnant-workers-fairness-act>