



Filling Out Your Leave Forms

Instructions for Clients

There are several types of employment leave. As your healthcare provider, we try to help you through this process as much as possible. There are some things we can legally approve and some we cannot. We cannot guarantee that any type of leave will be accepted by the State.

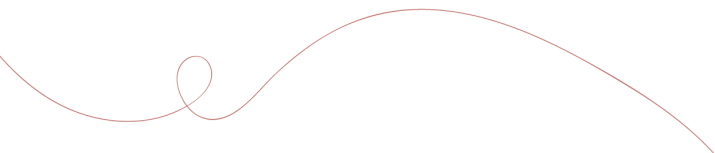
FMLA

The first type of leave is FMLA (Family and Medical Leave Act). This is a federal law that protects your job in certain circumstances for up to 12 weeks while you are medically incapacitated or recovering from your birth. Your employer should provide a form for this.

- Please contact your employer to get this. Fill out the employee section, and bring it to your midwife visit between 30-34 weeks or email it to care@quiltedhealth.com.
- We will complete the “Healthcare Provider” section and email back to you. We do not send them directly to your employer or HR department.

Washington State Paid Leave

The second type of leave is unique to Washington state, and includes medical leave for recovering from birth and family bonding leave. You can apply for one or both types of leave depending on your situation.



- If you give birth, you can be eligible for up to 16 weeks of combined medical and family bonding leave. The first 6 weeks are considered medical recovery from birth or the “postnatal” period. The last 10 weeks are considered family bonding leave.
- The non-birthing parent can receive up to 12 weeks of family bonding leave in the first year after your child’s birth. They have to create a separate account/application.
- To apply for this, you need to create an account at www.paidleave.wa.gov (it will redirect you through a couple of different webpages), and create an application for both medical and family bonding leave. You can start this before baby is born, but cannot submit it until you have your baby and submit a completed [“Certification of Birth”](#) form (page 4).
- When you give birth, we will sign the “Certification of Birth” (we have copies - you do not need to bring this in) and email it to you. When you receive it, you add your Customer ID number (optional) and submit it to your online account. This is the *only* form that you need from your healthcare provider for routine postpartum recovery.
- If you experience incapacity or another serious health condition related to your birth (like a C-section), you may also qualify for an additional two weeks of medical leave for a total of 18 weeks. This requires the “Medical Certification for Birth Complications” form. We will send this to you after you give birth unless you decline. This is the *only* form that you need from your healthcare provider for complicated postpartum recovery.
- Some people qualify for paid leave prior to giving birth. This would require a “Prenatal Care Medical Certification” form that is filled out by your healthcare provider and is used for medical leave in cases of incapacity due to pregnancy complications. It is not accepted for routine prenatal care. Please be aware - this time comes out of your six weeks of medical paid leave for recovery after birth or the “postnatal” period.