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Disability During Pregnancy

The following information is provided to you to prevent common misunderstandings between you, your employer, and your physician.

The usual pregnancy discomforts or regular work inconveniences, including but not limited to nausea, fatigue, back and lower abdominal pain, an increased amount of bathroom breaks, and far parking/walking a distance into work, do not qualify as an illness requiring disability. Illnesses unrelated to your pregnancy do not qualify for pregnancy disability.

If you are unable to carry out certain tasks required for your job, speak to your employer. You will need to provide your physician with a complete and specific job description and what restrictions you are requesting. Your physician MAY authorize physical restrictions on your job duties only if it is medically necessary.

If the restrictions written for your employment prevent you from performing your job, it is then the responsibility of your employer to either find you a less demanding position, or if no position is available, to give you disability. If you become too uncomfortable at work, you may need to discuss a LOA (leave of absence) with your employer.

Please do not ask your physician for disability unless they have restricted you from ALL work.

The decision to grant medical disability any earlier in your pregnancy will be made honestly, carefully, and only with proper medical justification. Disability will be granted for the regular postpartum recovery period of six weeks after your child is born and only for medical illnesses related to pregnancy that may jeopardize your ability to safely nurture, protect, and promote the development of your unborn child. Disability will not be granted for symptomatic complaints that stem from the normal physical or emotional changes of pregnancy.

Note: According to ACOG guidelines, postpartum recovery for vaginal deliveries and c-sections is defined as six weeks. Your physician will only approve extended leave if there is a medical diagnosis supporting the extra time needed for recovery. If you feel you need more time, please contact your employer regarding your options.