

The Pregnancy Disability Benefit for eligible employees is 10 weeks. A one week 100% paid waiting period applies followed by 9 weeks at 60% of base pay. The leave generally may begin no sooner than 2 weeks prior to delivery and no later than the date of delivery, unless there is medical necessity. Pregnancy Disability Benefits will only begin upon certification from an employee's doctor.

A Healthy Start for Mothers and Babies

Aetna's medical plans offer maternity support and specialized information to give moms and their babies a healthy start. If you are enrolled in one of the Company's medical plans, contact Aetna using the information below to enroll into Aetna's maternity program.

Aetna's Beginning Right Maternity® Program - For a complete list of program features, [click here](#) to visit the Beginning Right Maternity Program website or call 1-800-272-3531 to enroll.

Breastfeeding Support, Supplies and Counseling

Under the Affordable Care Act*, pregnant and postpartum women have access to comprehensive lactation support and counseling from trained providers, as well as breastfeeding equipment.

If you are on one of the Company's medical plans, you can receive a breast pump from one of their participating breast pump suppliers at no out-of-pocket cost. You will not pay a co-pay, coinsurance or deductible.

The Women's Preventive Health Breast Feeding Benefit includes:

- a standard electric pump (non-hospital-grade) within 60 days of birth, once every three years, or
- a manual breast pump within 12 months of birth, if you have not received an electric or a manual breast pump in the last three years, and
- another set of breast pump supplies if you get pregnant again before you are eligible for a new pump.

The Company's medical plans cover up to six visits with a lactation consultant if you need support with breast feeding.

[Click here](#) to find an Aetna participating breast pump provider.

*If you are not enrolled in one of the Company's medical plans, please note that other medical plans may not be subject to the women's preventive breastfeeding services requirements under the Affordable Care Act.