

## **Paid Prenatal Leave**

In accordance with the New York State Paid Prenatal Leave Law (NYS Labor Law Section 196-b) employees will be provided with 20 hours of Paid Prenatal Leave in any 52 week period.

Employees are entitled to take Paid Prenatal Leave for prenatal health care appointments during or related to their pregnancy.

Pregnancy-related health care appointments include:

- physical examinations
- medical procedures
- monitoring
- testing
- discussions with a health care provider needed to ensure a healthy pregnancy
- end of pregnancy care
- fertility treatment

Only the employee directly receiving prenatal health care may use Paid Prenatal Leave. A spouse, partner, or another support person attending prenatal appointments with a pregnant person is not entitled to Paid Prenatal Leave.

Health care appointments after pregnancy are not covered by Paid Prenatal Leave.

Paid Prenatal Leave is in addition to existing leave policies and the NYS Sick Leave Law and provides a separate benefit from other leave policies and laws. Therefore eligible employees are entitled to 20 hours of Paid Prenatal Leave in addition to any other available sick time options.

### **Registering time taken for prenatal health care in Banner:**

- Access your timesheet in [Employee Self-Service](#).
- On the “Earn Code” drop-down menu, select “**Prenatal**”
- Enter the hours taken, save and then submit by your deadline.

These hours will be deducted from the annual prenatal care allotment, not from any other sick or paid time off options.

Effective 1/1/2025