

Paid Prenatal Personal Leave

Effective January 1st, 2025

What is the Paid Prenatal Leave Law? This is an amendment to Labor Law Section 196-b that provides employees with 20 hours of paid leave time per year to be used for prenatal healthcare service appointments during their pregnancy or related to their pregnancy. This new law took effect on January 1, 2025.

AGI will reflect this policy in our benefits with Paid Family Leave (PFL) and Family Medical Leave Act (FMLA) and will be added to our current policies in our employee handbook.

Covered Prenatal Health Care Services:

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 personal leave is in addition to paid sick and safe leave (40 or 56 hours, depending on the size of the employer) and paid family leave employees in New York are currently entitled to. The statute does not restrict the number of times paid prenatal leave can be taken by a single employee over time, other than to limit the use to 20 hours in a 52-week period.

The amended law provides that unused paid prenatal personal leave is not a benefit that needs to be paid out upon an employee's termination, resignation or other separation from employment.