

NY & NYC PAID PRENATAL LEAVE

NY

Effective January 1, 2025

NYC

Effective July 2, 2025

Amount of Leave	20 hours of paid prenatal leave per 52-week period	Same
Employee Eligibility	Immediately upon eligibility; no accrual	Same
Policy Requirements	Employers should provide written notice of available leave but no specific format is mandated	Employers must create a written PPL policy covering specific topics (e.g., usage rules, discipline for misuse, confidentiality, etc.)
Use of Leave	Can be taken in hourly increments for prenatal care	Same, but policies must specify how employees can use leave, including increments and limitations
Pay Rate	Paid at the employee's regular hourly rate or applicable minimum wage, whichever is higher	Same
Privacy Protections	No requirement to disclose medical details; employers cannot request confidential health information	Employers must include in their written policy that they will not request medical details and will maintain confidentiality
Documentation Requirements	No requirement to disclose medical details; employers cannot request confidential health information	No requirement to disclose medical details; employers cannot request confidential health information
Employee Notice & Rights	No posting requirements	Employers must: (1) distribute updated PPL and Safe/Sick leave policies upon hire, upon changes, and upon request; (2) post the updated Notice of Employee Rights (available here); and (3) keep records showing employee receipt of notices
Leave Tracking	52-week period begins with first use of PPL; employers must track it	Employers must notify employees in writing of their PPL usage that pay period and their remaining balance; notice may be provided on a pay stub or a separate written document