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Client Alert

New York City – Updates to Earned Sick and Safe Time Rules

WHAT'S NEW: Effective July 2, 2025, New York City's Earn Safe and Sick Time Act ("ESSTA") will officially incorporate paid prenatal leave into its rules, aligning with the statewide law that took effect earlier this year.

WHY IT MATTERS: 20 hours of paid prenatal leave must be provided to employees in addition to existing sick and safe time.
Employers must maintain a separate written policy that outlines the following:

- The availability of prenatal leave
- How it can be used (e.g. medical appointments)
- Notice and documentation (employers cannot require medical records)
- A statement affirming confidentiality of any health-related information

Employers must also notify employees of their prenatal leave balances on each pay stub or in a separate written document.

WHAT EMPLOYERS SHOULD DO: Make sure your current PTO and sick leave policies are compliant with both the amended ESSTA rules and New York state paid prenatal leave requirements.

An updated policy can be found here. This should be distributed to employees upon hire, within 14 days of when any change goes into effect or upon request.

New York City has also **updated its Notice of Employee Rights to include prenatal leave**. The updated notice must be provided to new hires and to current employees. The notice, found here, must also be posted.

Employers should also notify all employees of the changes and train managers and supervisors on New York City's New Prenatal Requirement and policies related to it.

If you have any questions, please contact your HR Business Partner/Consultant.