

**National Bureau of Economic Research
New York State Paid Prenatal Leave Policy**

In addition to Earned Time or Paid Sick Leave separately provided for in the NBER Employee Guidelines, on and after January 1, 2025, NBER will provide to its employees working in New York State up to 20 hours of paid prenatal personal leave during any 52-week calendar period. All employees working in New York State are entitled to Paid Prenatal Leave including those that work part-time or are overtime exempt.

Paid prenatal personal leave shall mean leave taken for the health care services received by an employee during their pregnancy or related to such pregnancy, including physical examinations, medical procedures, monitoring and testing, discussions with a health care provider related to the pregnancy, end of pregnancy care, and fertility treatments.

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 or other post-pregnancy care are not covered by Paid Prenatal Leave.

Paid Prenatal Leave is measured in 52-week periods. An employee is entitled to 20 hours beginning on the date they first utilize the leave and ending 52 weeks later. Unused benefit hours do not carry over to the following 52-week period.

Paid prenatal personal leave may be taken in hourly increments. Employees shall receive compensation at the employee's regular rate of pay for the use of Paid Prenatal Leave.

Employees should request or notify NBER that they are using Paid Prenatal Leave in the same way they would request or notify NBER of other types of time off. NBER will not ask an employee for personal or confidential information about their health or the nature of their prenatal visit as a condition of using Paid Prenatal Leave. NBER will not request that an employee submit medical records to use Paid Prenatal Leave.

Nothing in this policy shall be construed to require NBER to pay an employee for unused paid prenatal leave upon such employee's termination, resignation, retirement, or other separation from employment.

NBER prohibits any form of retaliation or discrimination against employees who lawfully request or use Paid Prenatal Leave in accordance with this policy.

Employees with questions regarding this policy should contact Human Resources at hr@nber.org or 617-588-1484.