

Notice of Employee Rights: Protected Time Off

Your employer must give you this notice explaining your right to protected time off and paid prenatal leave.

Use

Use **Protected Time Off** to:

- Get medical care or to recover from your own illness or injury.
- Care for a family member who is sick or has a medical appointment.
- Care for a child. *Includes school holidays, child care disruptions.*
- Care for a family or household member with a disability.
- Leave an abuser if you're experiencing domestic violence.
- Take safety measures if you or a family member experience unwanted sexual contact, stalking, human trafficking, workplace violence, or domestic violence. *Includes reporting to law enforcement, getting services, serving as a witness, and more.*
- Stay home during extreme weather events or other public emergencies.
- Attend public benefits or housing appointments or hearings.

Use **Paid Prenatal Leave** to:

- Get health care for yourself during your pregnancy.

Amount

Your employer must provide the following amounts of leave:

Protected Time Off Per Calendar Year

100 or more employees:

- **Immediately Available:** 32 hours **Unpaid**
- **Accrued** (1 hour for every 30 hours worked): Up to 56 hours **Paid**

5–99 employees OR more than \$1 million in business earnings:

- **Immediately Available:** 32 hours **Unpaid**
- **Accrued** (1 hour for every 30 hours worked): Up to 40 hours **Paid**

Household (You work as a babysitter, housekeeper, or companion.):

- **Immediately Available:** 32 hours **Unpaid**
- **Accrued** (1 hour for every 30 hours worked): Up to 40 hours **Paid**

1–4 employees AND less than \$1 million in business earnings:

- **Immediately Available:** 32 hours **Unpaid**
- **Accrued** (1 hour for every 30 hours worked): Up to 40 hours **Unpaid**

Paid Prenatal Leave Per Year

100 or more employees:

- **Immediately Available:** 20 hours ***Paid***
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5–99 employees OR more than \$1 million in business earnings:

- **Immediately Available:** 20 hours ***Paid***
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Household (You work as a babysitter, housekeeper, or companion.):

- **Immediately Available:** 20 hours ***Paid***
-

1–4 employees AND less than \$1 million in business earnings:

- **Immediately Available:** 20 hours ***Paid***
-

Your employer's calendar year is: _____ to _____

Your employer can only require you to give advance notice of an expected use of protected time off; for example, to attend a scheduled doctor's appointment or court hearing. **You do not have to give advance notice of an unexpected use of protected time off; for example, illness or child care disruption.**

You do not have to give your employer details about why you used protected time off. If you use four or more workdays in a row, your employer can require documentation. **Your employer can't require documentation if you use three or fewer consecutive days.**

Required Written Disclosures

Your employer must:

- Give you a written policy that explains how to use your protected time off and paid prenatal leave.
- Tell you how much protected time off you have used and have left each pay period.

No Retaliation

It is illegal to punish or fire employees for requesting or using leave or for reporting violations. You have the right to leave regardless of your immigration status.

Contact Consumer and Worker Protection to learn more or to file a complaint.

Visit nyc.gov/workers | Call **311** and ask for "Protected Time Off"

You can also make an ***anonymous*** tip.