

Paid Parental Leave Frequently Asked Questions

1. Am I eligible for NYS Paid Family Leave?

NYC Health + Hospitals does not participate in the NYS Paid Family Leave Law. That law pertains to private employers and may apply to public employers, if the public employer opts in. NYC Health + Hospitals has not opted in. NYC H+H may be implementing this benefit in 2019 for DC-37 members only.

2. What is Paid Parental Leave?

NYC Health + Hospitals offers Group 11 staff who are in active status shall, in addition to all other leave benefits currently available, may receive up to thirty (30) work days of paid leave for the birth of a child to an eligible employee or the placement of a child with an eligible employee for adoption, or foster care (qualifying event) once per rolling twelve month period at 100% of regular base salary.

3. When did PPL become effective?

PPL became effective for a qualifying event occurring on or after August 1, 2017 for eligible active Group 11 employees. Eligible employees may use PPL thirty (30) calendar days after hire, provided that the qualifying event occurs on or after the date they started working.

4. Can I use PPL intermittently?

Employees can chose how to use the paid parental leave as long as the leave is used in its entirety within 120 work days of the qualifying event and within 60 days of when it is first used.