Paid Prenatal Leave

IC3 is committed to supporting the health and well-being of employees during pregnancy. In accordance with New York State law, eligible employees are entitled to Paid Prenatal Leave to attend health care appointments during or related to their pregnancy.

Eligibility

All employees who are eligible under New York State law may receive up to 20 hours of Paid Prenatal Leave during a 52-week period for qualifying prenatal health care services.

Qualifying Reasons for Leave

Paid Prenatal Leave may be used for health care services received during pregnancy, including but not limited to:

- Physical examinations
- Medical procedures
- Pregnancy monitoring and diagnostic testing
- Discussions with a health care provider related to the pregnancy
- Fertility treatment
- Other pregnancy-related medical appointments

Paid Prenatal Leave is intended only for health care services received during pregnancy. Medical appointments or health care services occurring after the pregnancy ends are not covered under this benefit.

Amount of Leave

Eligible employees may use up to 20 hours of Paid Prenatal Leave during each rolling 52-week period. The 52-week period begins on the date an employee first uses Paid Prenatal Leave and ends 52 weeks later. Any unused Paid Prenatal Leave does not carry over into the next 52-week period and is not paid out upon separation of employment.

Use of Leave

Paid Prenatal Leave is provided separately from other paid leave benefits. Employees may use Paid Prenatal Leave for qualifying appointments without first using accrued sick leave, vacation, personal leave, or any other paid time off.

Employees should provide reasonable advance notice of scheduled prenatal appointments by following IC3's standard procedures for requesting time off whenever possible to allow for appropriate staffing. IC3 recognizes that advance notice may not always be possible due to medical necessity, and employees will not be penalized when circumstances prevent advance notice.