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FOUR SEASONS
Nursing & Rehabilitation Center

To: All Non-Union Staff

From: Caroline Rich 
C.O.O./Administrator

CC: Karen Harvey 
Human Resources Manager

Date: August 1, 2025

Subject: **Amendment to Earned Safe and Sick Time Act – Inclusion of Prenatal Leave**

Please be advised that Four Seasons complies with all aspects of the New York City Earned Safe and Sick Time Act (hereinafter “Paid Sick Leave Law”).

In accordance with recent amendments to the Earned Safe and Sick Time Act. Effective 8/1/2025, the law has been amended to explicitly include prenatal care as a covered reason for using earned safe and sick time.

What Does That Means for You:

Under the amended law, employees may now use their accrued safe and sick time for prenatal medical appointments, health-related care, and related needs during pregnancy. This includes, but is not limited to:

- Routine prenatal check-ups
- Screenings and diagnostics
- Specialist visits related to pregnancy
- Travel time to and from medical appointments

Please request a copy of the **“Notice of Employee Rights”** from your Department Head.

If you have any questions regarding this update or how it applies to your specific situation, please feel free to stop by the Human Resources Office located on the first floor.