



Congratulations! You are having a baby! The Union wants to help you on this journey.

- Are you a birth mom? Read Sick Leave first.
- Are you an adoptive parent or partner parent? Read Bonding Leave first.

1) **Sick leave** – Use this *first* for your own disability after the birth of the baby, or before if you are on bedrest. The Sick Leave benefit is at full pay, with health insurance. If you have 2 weeks, or 4 weeks, in your Sick Leave bank that is what you will use.

This period will count as FMLA time, therefore you will have to use whatever other leave balance you have available, including annual or comp time when you are still disabled.

2) **Disability**- if you have exhausted all of your time and you are still within your disability period, file for the DC 37 disability benefit of \$200/week here:

<https://www.dc37.net/benefits/health/disability>

You cannot file for disability unless you have exhausted your *leave balance*, and it is *before* you start your bonding leave. You cannot collect disability and Paid Family Leave (PFL) at the same time, so you have to think about your choice and your income. You must file within 15 days of your disability start date.

Local 371 Members use this link: <https://mightyunionfunds.org/disability/>

3) **Bonding Leave/Paid Family Leave** - Once you are no longer disabled, you start your bonding leave. This may be after only 4 weeks, if your income situation means you are better off taking the PFL benefit than the \$200 week disability above. Do this in advance with an anticipated date you plan to start your leave. You can change the dates if you need to. For example, if you had a c-section and want to be out for more sick leave time. Where possible file 30 days in advance of start date of leave.

At this point, once you are off disability and you start bonding time, you can choose whether to use your own annual or comp time balances, if you still have a leave balance. You can choose to use your balance and have full pay, or you can choose to take the partial income benefit and save leave time balance for later.

- Taxes - Federal income tax and NY income tax are the only options that can be withheld. You have to make the choice, or if you choose not to have taxes withheld you will receive a 1099 form to file with your taxes later.

6) Unpaid Child Care Leave – Under the Citywide contract, you are entitled to take up to four years of unpaid leave for your first child, and up to three years for each subsequent child. . This starts AFTER you have finished your Paid Family Leave time and will require that you use up any remaining accrued annual and comp time balances that you may still have. You have the right to return to your job or a similar position at the end of the leave. There is no health insurance or other benefits for this unpaid leave but you may purchase COBRA coverage for up to 18 months.

7) Child Care

- Paying for Child Care - Here is a link about assistance with subsidies for child care. Go to this page, https://www.dc37.net/about/services/childcare_subsidies then go to **click here first** on the webpage to see the PDF. The prescreening link is currently down for maintenance so call the 212-558-2244 number AFTER you read the PDF. To be eligible you have to be working at least 20 hours a week and have 2 bi weekly pay stubs to show before you can be eligible. You cannot enroll before the child is born, or before you have returned to work and have pay stubs. This information is being shared you so you can start planning and see if you are within the income limits.
- This is where you may want the parent partner to take leave at the end of the birth partner leave, so the birth parent will have pay stubs. The parent partner can also apply, as long as total family income is within the limits. If you do not have a partner parent, you will have to make other arrangements for child care until you are able to generate enough pay stubs to apply. If the pay stubs have overtime, you will have to provide 6 to show what the consistent income is.
- Finding Child Care – Use the link below to find a childcare location near you. Check the box for your zip code or borough to see search results. You will have to call each place: <https://ocfs.ny.gov/programs/childcare/looking/ccfs-search.php>

Additional Resources:

Questions for Mayoral agencies – DCAS email box: cpp@dcas.nyc.gov

More info about Paid Family Leave in Mayoral Agencies and NYCHA:
https://www1.nyc.gov/assets/dcas/downloads/pdf/reports/440_16.pdf