



New York State Paid Family Leave is now in effect. This landmark benefit provides job-protected, paid time off so an employee can bond with a newly born, adopted or fostered child; care for a family member with a serious health condition; or assist when a spouse, domestic partner, child or parent is deployed abroad on active military service.

Licensed health care providers play a key role in helping patients and their families take Paid Family Leave.

What impact does Paid Family Leave have on patient health?

Paid Family Leave can provide a number of health benefits for employees and their families. For example, studies have shown that:

- New mothers who take paid leave have fewer postpartum depression symptoms, higher breastfeeding rates, and breastfeed longer.
- Parents are less stressed and have stronger parent-child bonding.
- Infants have fewer infections and are generally healthier.
- Hospitalized patients who are cared for by family members have shorter hospital stays and improved health outcomes.

What is your role as a health care provider in Paid Family Leave?

As a health care provider, you can play a critical role in:

- Educating your patients and their families about New York State Paid Family Leave.
- Determining if a patient with a serious health condition is in need of family care and helping them receive the support they need.
- Providing the required certification or documentation to patients and family members who request Paid Family Leave for either bonding with a new child, or caring for a family member with a serious health condition.

The following licensed health care providers may complete necessary documentation for Paid Family Leave within their scope of practice:

Physician	Physical Therapist	Optometrist	Midwife
Physician Assistant	Nurse Practitioner	Psychologist	Mental Health Practitioner
Chiropractor	Registered Professional Nurse	Social Worker	Speech-Language Pathologist
Dentist	Podiatrist	Occupational Therapist	Audiologist



Certification for birth

Birth Parent

A parent whose name is listed on a child's birth certificate can submit that birth certificate as documentation for bonding leave. However, since birth certificates typically are not available for some time after a child's birth, an original copy of a certification of birth may be needed from you as the patient's health care provider.

The health care provider certification of birth must include:

- The birth parent's name.
- The actual or expected date of the child's birth.
- The health care provider's name, address, phone number, and medical credentials (information on letterhead is often sufficient).

Other Parent

A parent who is not the birth parent must submit documentation establishing their legal role as the child's parent, and demonstrating their relationship to the birth parent. Acceptable forms of documentation include:

- A copy of the child's birth certificate, if available, naming the second parent, a *Voluntary Acknowledgment of Paternity (Form LDSS-4418)*, or a Court Order of Filiation.

OR

- Same documentation as the birth parent and a second document verifying the relationship to the birth parent (e.g., marriage certificate, civil union, or domestic partnership document).

Foster Child: No action required. A letter of foster care placement issued by the county or city department of Social Services or voluntary foster care agency is required.

Adoptive Child: No action required. A court document of final adoption or documentation in furtherance of adoption is required.

What is your role in the request process for bonding?

The steps below outline an example of the request process and your role in it:

1. The birth parent (your patient) may request a health care provider certification of birth from you in order to submit a request for Paid Family Leave.
2. You complete the certification of birth and return it to the birth parent (your patient).
3. The birth parent (your patient) then attaches the certification with their completed *Request For Paid Family Leave (Form PFL-1)* and *Bonding Certification (Form PFL-2)* and submits it to their employer's Paid Family Leave insurance carrier.

For more information, visit PaidFamilyLeave.ny.gov or call (844) 337-6303.



Paid Family
Leave