

Frequently Asked Questions: February 25, 2026

The following frequently asked questions and responses are intended to be helpful as of the day they are posted. They will be updated, tailored, and modified as needed due to any change to details of the transaction.

Transaction Questions

1. What are the benefits of this partnership?

NYC Health + Hospitals (NYC H+H) and Maimonides Health (Maimonides) share a commitment to accessible, high-quality, culturally responsive care that meets the needs of New Yorkers. Working together, we can deepen our shared mission while honoring the unique history and culture of Maimonides Health. The partnership will result in:

- An even stronger commitment to serving all New Yorkers and to staying true to the values of Maimonides Health. We all want Maimonides to stay Maimonides.
- Maintenance and enhancement of Maimonides Health's high-quality clinical services
- Increased patient access for Brooklyn residents to expert sub-specialty care at Maimonides
- A seamless, digital experience for providers and patients with Maimonides Health's adoption of the Epic electronic health record. This adoption is possible when Maimonides becomes part of NYC H+H.
- Significant new investment, including \$2.2 billion in New York State funding, for capital projects and facility improvements, and to support and stabilize safety-net care in Brooklyn at Maimonides Health.
- Ongoing enhanced financial stability for Maimonides Health through inclusion in State and Federal programs available to NYC Health + Hospitals.

2. What is the timeframe for the integration? When will it be complete?

There are two answers to that question:

- **The transaction between NYC Health + Hospitals and Maimonides Health is anticipated to close legally on March 31, 2026.**
 - At that time, Maimonides Health will be part of the NYC Health + Hospitals system, and the hospitals will have their own Operating Certificates and licenses for the provision of care.
- **After April 1, teams from both health systems will continue to work together on integration.**

NYC Health + Hospitals is committed to the preservation of the Maimonides historic cultural identity and community practices and will ensure this is at the forefront as we come together.

3. How does this partnership benefit the community?

Both NYC Health + Hospitals and Maimonides Health have a demonstrated commitment to serving their communities and neighbors. This will not change.

- Through this partnership, we will strengthen Maimonides Health to ensure that Brooklynites continue to get an extensive range of specialty and subspecialty care that is only provided by Maimonides in Brooklyn.
- NYC Health + Hospitals patients will also have access to these services, ensuring an enhanced community benefit.
- Maimonides Health will further benefit from increased funding, ongoing investments, and access to technology, as well as additional resources to support the recruitment and retention of employees and providers. By accessing these new resources, Maimonides Health has the potential to enhance access to healthcare across Brooklyn for decades to come.
- Finally, NYC Health + Hospitals and Maimonides Health will be able to partner in our community outreach and education programs, enhancing our voice to and from the community.

4. What changes immediately?

Our shared goal is that nothing will disrupt care for our communities before closing and after. We remain centered on our patients and the care they deserve. This means our doctors and other providers will continue doing the great work they do, and that our diverse staff will continue providing their excellent services to the system.

There will be technical and administrative changes as some employees will be moved into new or renamed legal organizations or entities. We hope to limit the disruption caused by these changes for our workforce, but we understand that any transition is stressful.

Please find more clarifying information on how the post-closing structure will work for the Maimonides Health team below, and we will continue to update you as more specific information is available.

5. What are the specifics of the partnership agreement?

NYC Health + Hospitals and Maimonides Health entered into a definitive agreement (an Affiliation and Asset Transfer Agreement or “ATA”) in December 2025. Under the ATA, Maimonides Health will transfer certain assets, operations, and liabilities of its existing hospitals and affiliated entities to NYC Health + Hospitals, and there will be two newly formed public benefit corporation subsidiaries of NYC Health + Hospitals that will operate the hospitals. There will also be a new physician practice established (the “PC”).

- Non-physician clinical support and administrative staff (union and non-union) currently employed by Maimonides Medical Center will remain at their current employer, which will be renamed **“MMC Affiliate Services, Inc.”**
 - Non-physician clinical and administrative staff currently at Midwood or MMC Holding will change employers and become employees of MMC Affiliate Services, Inc.
 - Through services agreements, MMC Affiliate Services, Inc. and the P.C. will provide the clinical and administrative services to Maimonides Medical Center (MMC), and Maimonides Midwood (Midwood).

- NYC Health + Hospitals will also contract with MMC Administrative Services, Inc. to provide administrative services to the PC.

MMC and Midwood will continue to function as hospitals within the NYC Health + Hospitals federated system, just as the 11 existing NYC H+H acute care sites function today.

6. What other specific information can you provide about the hospitals?

- We are maintaining the two Article 28 entities that are currently part of Maimonides Health. These are MMC and Midwood.
- As noted above, the hospitals will continue to operate under their own licenses. NYC Health + Hospitals is a federated system, and each of our facilities maintain their own Operating Certificates and licenses.
 - *For reference, the other NYC Health + Hospitals facilities are NYC Health + Hospitals/ Bellevue, Elmhurst, Harlem, Jacobi and Jacobi North Central Bronx, Kings County, Lincoln, Metropolitan, Queens, South Brooklyn Health (formerly Coney Island), and Woodhull.*
- To maintain consistency and to align with the NYC Health + Hospitals system branding, the new hospitals will be identified as **NYC Health + Hospitals/ Maimonides** and **NYC Health + Hospitals/ Maimonides Midwood**.
 - These are names used for branding and communication purposes.
 - In keeping with the larger NYC Health + Hospitals system framework, each facility maintains its own legal name.
 - We assume the community will continue to know the hospitals more colloquially as “Maimonides,” or “Midwood”; that is very common within the NYC Health + Hospitals system.

7. What personnel changes will take place because of the integration?

There are a number of technical changes that will take place.

- **The new physician PC**, described above, will employ (i) physicians currently employed by MMC and Midwood, (ii) certain physicians currently employed by M2C PC, and (iii) the medical residents and fellows currently employed by MMC. Physicians will continue their practices as they do today, only under a new banner.
- Conversations are underway with union representatives relating to maintaining commitments in existing collective bargaining agreements.

- **As part of the transaction structure, there is a 250-day “employment standstill” for non-physician employees that is intended to provide stability and continuity during the transition.**
 - During the 250-day period, we look forward to understanding the contributions of our new colleagues as they continue to serve their communities with distinction.
 - There is a shared priority of supporting the employees who serve Maimonides and Midwood throughout this transition.
 - The 250-day standstill does not eliminate separations for cause; standard employment parameters and expectations will still apply.

8. Will Maimonides Health benefits change?

There are a few answers to this question, noted below. Overall, the goal is to maintain consistency whenever possible, though we acknowledge there may be modifications as we continue the integration process. If we do not know the complete answers now, we will provide updates as soon as possible.

- Pre-closing employees of MMC that remain employed at the post-closing MMC Affiliate Services, Inc and pre-closing Midwood employees who move to employment at the post-closing MMC Affiliate Services will maintain their benefits.
- Collectively bargained benefits for union members will not change due to the transaction closing.
- Physicians transferring to the new PC will have a new, comparable benefit package and will be provided with information about it separately.
- Decisions are still being made for other individuals, and that information will be shared as quickly as possible.

9. Will my salary change?

At this time, there has been no planning to change compensation, and such changes are not part of the transaction agreement. If any changes are considered in the future, we are committed to communicating with employees.

10. Will I still receive my same paycheck after the integration, and who will be signing the paycheck?

You will still receive a paycheck, but the entity that processes, disperses, and signs your paycheck will change. Current Maimonides Health physicians and residents will receive a paycheck from the new physician practice. If you are clinical, support, or administrative services (both union and non-union) for NYC Health + Hospitals/ Maimonides, and NYC Health + Hospitals/ Midwood or MMC Pharmacy, your paycheck will come from MMC Affiliate Services, Inc.

11. Do I need to do anything to ensure my paycheck is deposited without interruption?

Our goal is for you to continue receiving your paycheck in the same, timely manner that you always have. We are working through details and will share that information when it is confirmed. We understand the importance of your paycheck.

After April 1, we encourage you to review your initial few paychecks to confirm everything is accurate. We will continue to work with anyone who experiences a problem. By then, we will share a direct contact for those with questions.

12. Do I need to make any benefits changes, or tax withholding changes as a result of the integration?

At this time, there is nothing you need to do. At a later date, more details will be shared regarding open enrollment for the coming season.

13. I have an employment contract – what happens to me?

There is nothing you need to do now. If any employment contracts need to be updated, we will reach out to you directly with clear information and plenty of notice. We will continue to share updates as additional guidance becomes available.

14. What happens to visas, work permits, or compliance requirements?

Visas or work permits will require continued compliance with United State requirements. If any changes are necessary, affected employees will receive guidance and notification. **Please do note that we cannot advise on individual immigration matters. Those questions should be discussed with your own legal counsel.**