



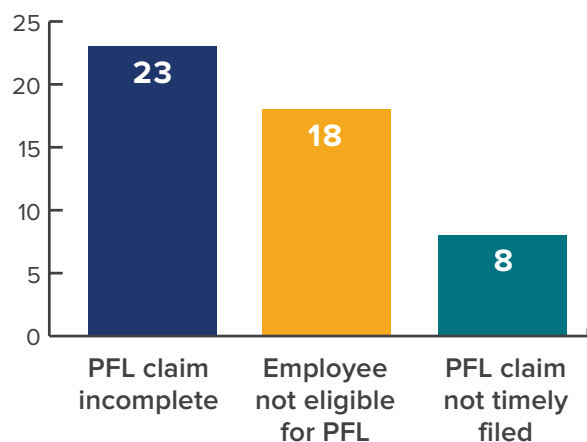
# NYS Paid Family Leave Arbitration 2023 Q3 Report

Review of denials and other claim-related Paid Family Leave (PFL) disputes are handled by NAM (National Arbitration and Mediation). This snapshot summarizes data and decision notes for the third quarter of 2023 (July 1, 2023 through September 30, 2023).

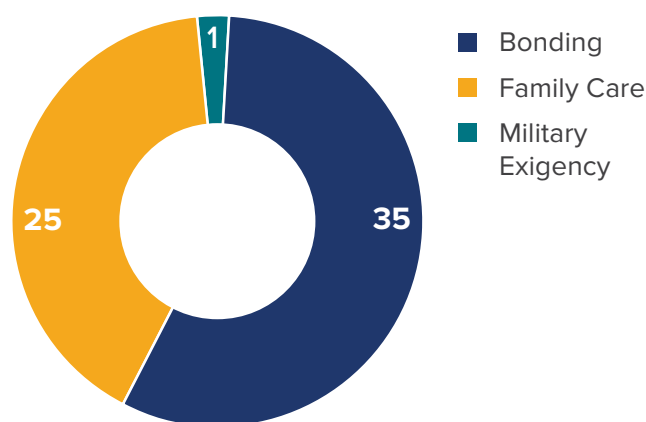
## KEY DATA POINTS

- 61 requests for arbitration
- 19 cases closed; 33 cases pending; 9 cases withdrawn
- 57.4% of requests related to bonding leave
- 37.7% of disputes on PFL claim incomplete

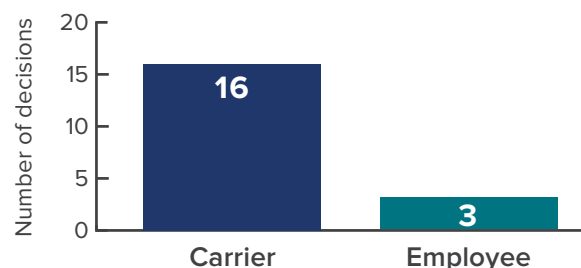
## TOP THREE REASONS FOR DISPUTE



## NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



## DECISIONS IN FAVOR OF



## DECISION NOTES

- An employee providing childcare for six weeks out of a family member's six-to-nine-month deployment is **not** routine, regular, or every day childcare and does not qualify for military exigency leave.
- PFL for family care is available only for an employee to care for a family member with a serious health condition — bereavement leave and an employee seeking therapy for themselves are not qualifying events for PFL.
- Eligibility for the federal Family and Medical Leave Act (FMLA) is separate and unrelated to eligibility for NYS PFL.