



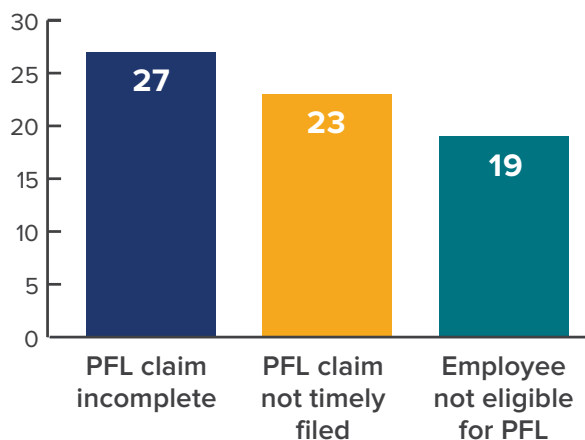
# NYS Paid Family Leave Arbitration 2023 Q4 Report

Review of denials and other claim-related New York State Paid Family Leave (PFL) disputes are handled by NAM (National Arbitration and Mediation). This snapshot summarizes data and decision notes for the fourth quarter of 2023 (October 1, 2023 through December 31, 2023).

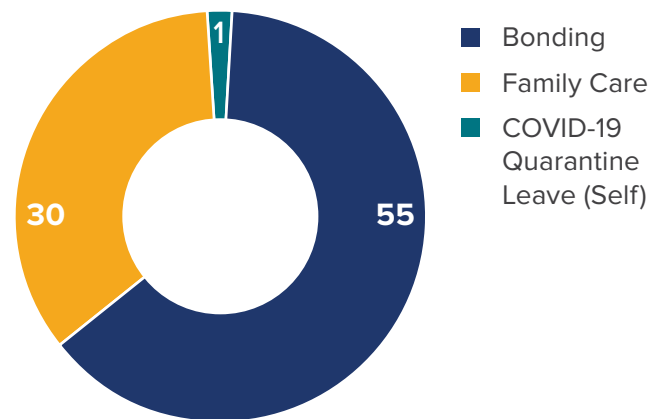
## KEY DATA POINTS

- 86 requests for arbitration
- 42 cases closed; 31 cases pending; 13 cases withdrawn
- 64.0% of requests related to bonding leave
- 31.4% of disputes on PFL claim incomplete

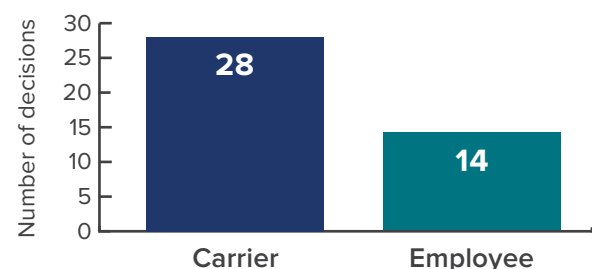
## TOP THREE REASONS FOR DISPUTE



## NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



## DECISIONS IN FAVOR OF



## DECISION NOTES

- PFL can only be taken intermittently in increments of one full day. An employee who worked part of the day for their employer cannot receive benefits for family care on that day.
- PFL for bonding with an employee's child is not available before the child's birth.
- An employee's notice of resignation with an effective date **after** the end of the period of PFL does not affect eligibility for that period of PFL.