



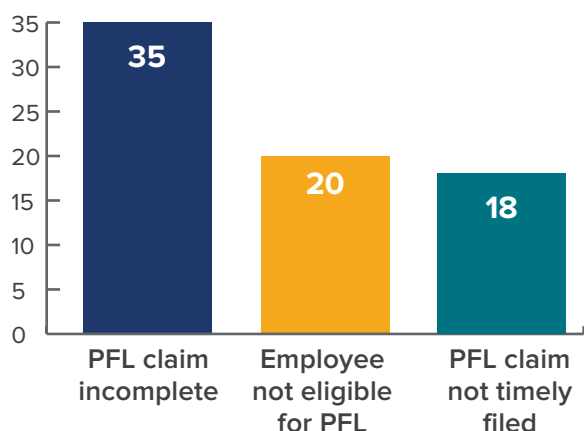
NYS Paid Family Leave Arbitration 2024 Q1 Report

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 first quarter of 2024 (January 1, 2024 through March 31, 2024).

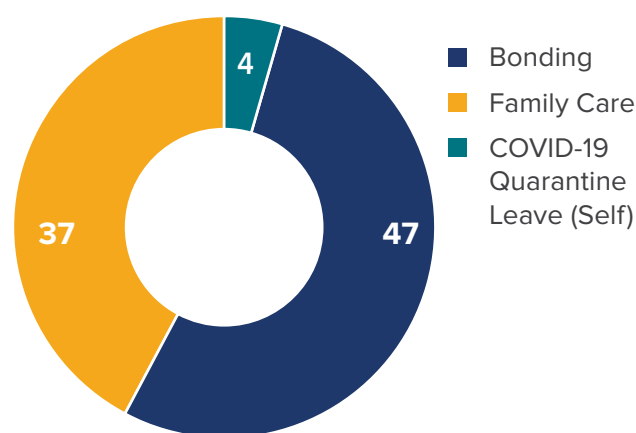
KEY DATA POINTS

- 88 requests for arbitration
- 27 cases closed; 44 cases pending; 17 cases withdrawn
- 53.4% of requests related to bonding leave
- 39.8% of disputes on PFL claim incomplete

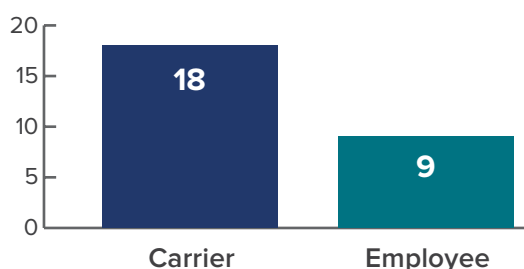
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- An individual who is not working and applies for and receives unemployment benefits is not considered in employment and is not eligible for PFL.
- Employees must file for arbitration within 26 weeks of written notice of rejection of their PFL claim.
- An employee may be considered in loco parentis to a child when the employee has taken care of that child for the entirety of the child's life and there are no parents or grandparents to care for the child, even in the absence of formal legal guardianship.