



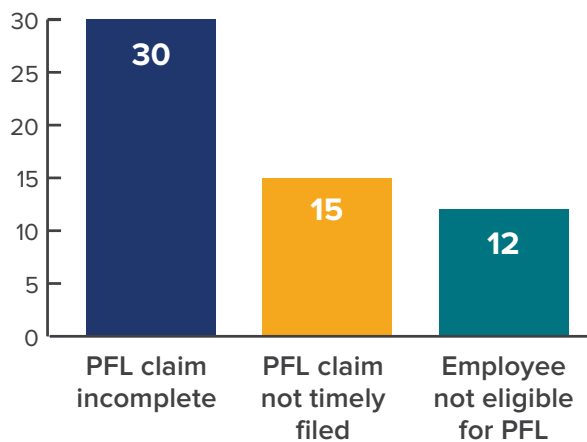
NYS Paid Family Leave Arbitration 2024 Q2 Report

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 second quarter of 2024 (April 1, 2024 through June 30, 2024).

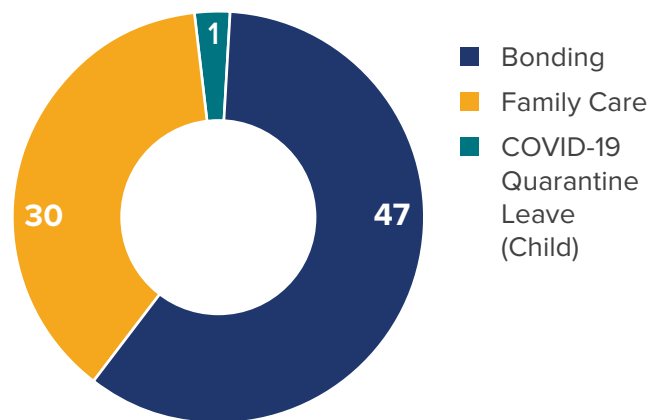
KEY DATA POINTS

- 78 requests for arbitration
- 26 cases closed; 41 cases pending; 11 cases withdrawn
- 60.3% of requests related to bonding leave
- 38.5% of disputes on PFL claim incomplete

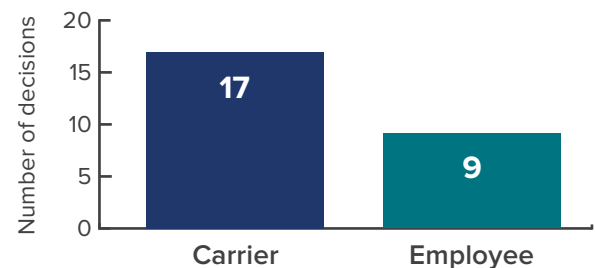
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- An employee who works remotely for a NYS-based employer may be considered in employment and localized in NYS when the employee's service is providing telehealth appointments to clients exclusively located in NYS and their work is directed and controlled by the NYS-based employer, even though the employee lives out of state.
- An employee who collects unemployment benefits and is later rehired by the same employer must regain eligibility for PFL.
- An employee who provides notice of resignation stating they will not return after the period of PFL is considered in employment through the end of that period of PFL.