



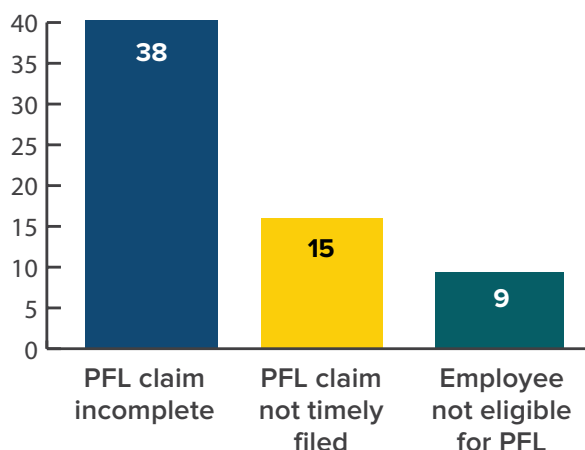
# NYS Paid Family Leave Arbitration 2024 Q3 Report

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 2024 (July 1, 2024 through September 30, 2024).

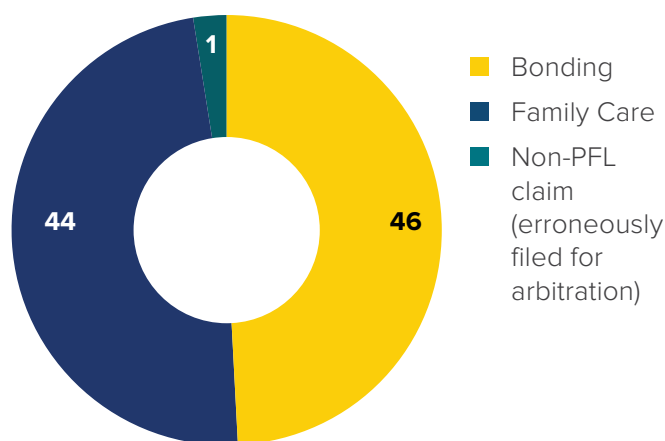
## KEY DATA POINTS

- 91 requests for arbitration
- 42 cases closed; 29 cases pending; 20 cases withdrawn
- 50.5% of requests related to bonding leave
- 41.8% of disputes on PFL claim incomplete

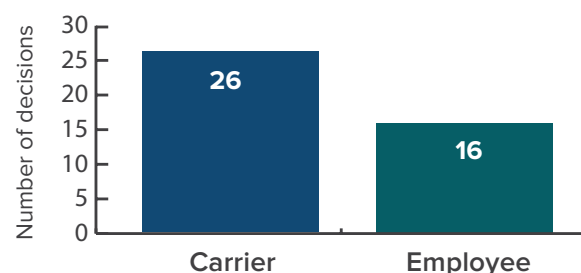
## TOP THREE REASONS FOR DISPUTE



## NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



## DECISIONS IN FAVOR OF



## DECISION NOTES

- An employee who took a temporary leave of absence with their employer's consent during the last month of their pregnancy is still considered an employee and may still be eligible for PFL benefits.
- An employee who resigns with an immediate effective date is no longer in employment and is no longer eligible for PFL benefits.
- A language barrier with a family member's health care provider may be considered a reasonable excuse for a delay in filing a completed application for family care PFL.