



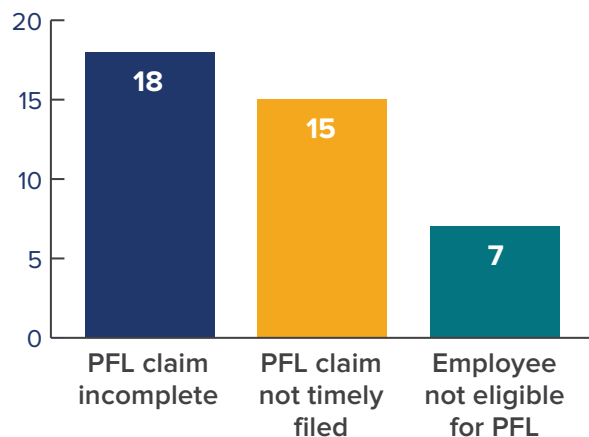
NYS Paid Family Leave Arbitration 2022 Q4 Report

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 fourth quarter of 2022 (October 1, 2022 through December 31, 2022).

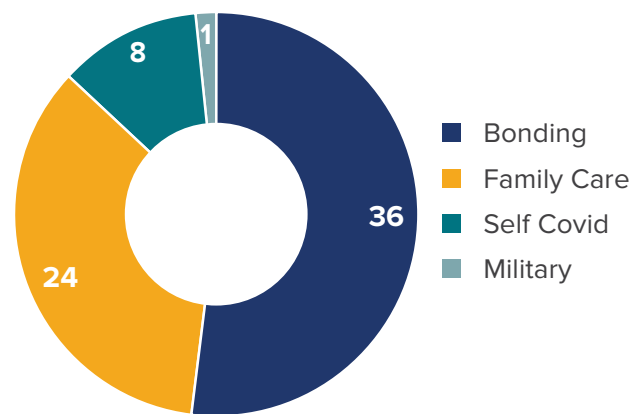
KEY DATA POINTS

- 69 requests for arbitration
- 23 cases closed; 31 cases pending; 15 cases withdrawn
- 52.1% of requests related to bonding leave
- 26.1% of disputes on PFL claim incomplete

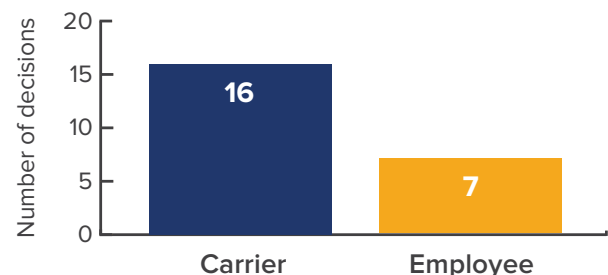
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- The 30-day deadline to apply for PFL benefits applies to the submission of both the completed application forms and all required documentation.
- Eligible employees may take up to 12 weeks of PFL in a 52-week period, which is based on a rolling calendar, not a calendar year.
- When taking intermittent PFL to care for a family member with a serious health condition, an employee cannot take PFL days more frequently than indicated in the health care provider's certification (e.g., two times a week, three times a month, etc.)