



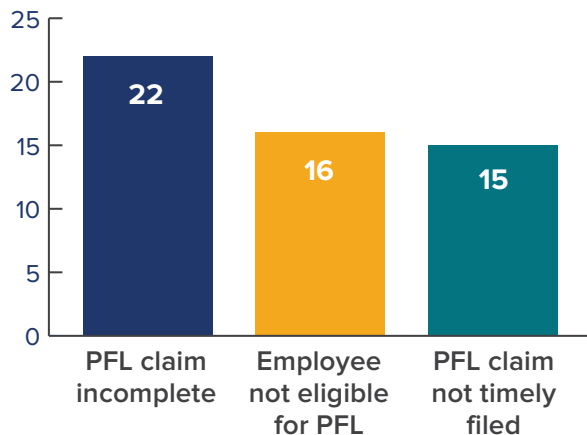
## NYS Paid Family Leave Arbitration 2023 Q1 Report

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 first quarter of 2023 (January 1, 2023 through March 31, 2023).

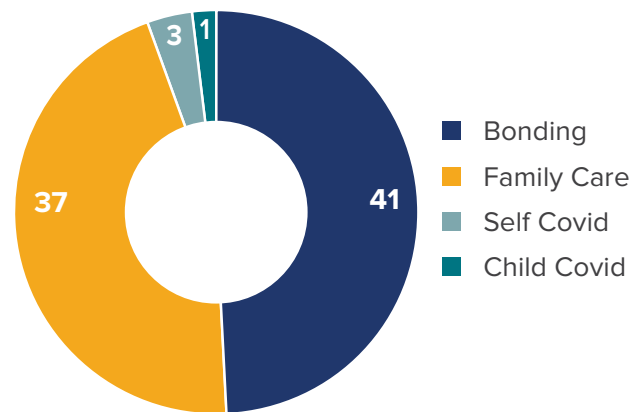
### KEY DATA POINTS

- 82 requests for arbitration
- 34 cases closed; 34 cases pending; 14 cases withdrawn
- 50.0% of requests related to bonding leave
- 26.8% of disputes on PFL claim incomplete

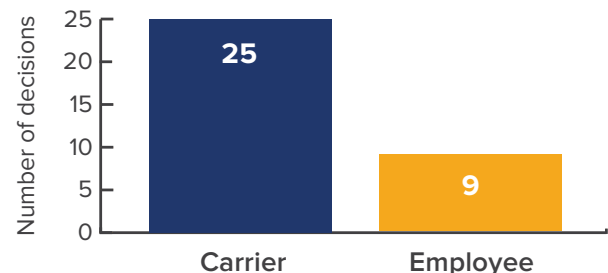
### TOP THREE REASONS FOR DISPUTE



### NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



### DECISIONS IN FAVOR OF



### DECISION NOTES

- A family member hospitalized on an emergency basis in another country constitutes a reasonable delay in filing the PFL application by the 30-day deadline.
- An employee retains eligibility for PFL when an employer becomes a successor to the previous covered employer or acquires the trade or business of the previous covered employer, which includes joint ventures.
- An employee cannot take PFL during a temporary layoff, even if still considered an employee and the break in work is typical for the job. A day of PFL is a day the employee was prevented from performing work for the covered employer because the employee took PFL.