



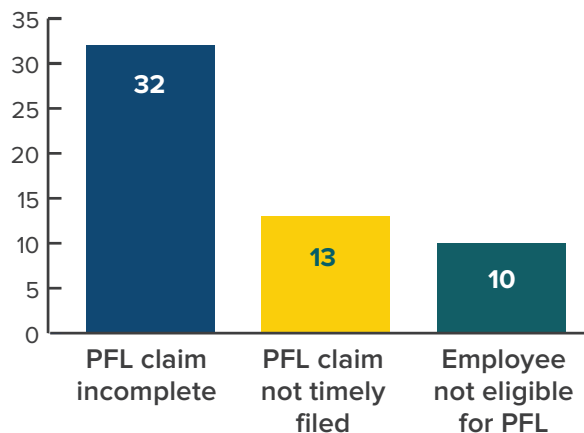
NYS Paid Family Leave Arbitration 2025 Q1 Report

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 2025 (January 1, 2025 through March 31, 2025).

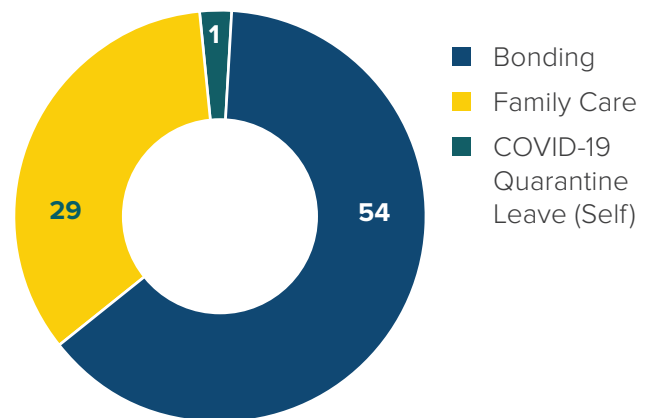
KEY DATA POINTS

- 84 requests for arbitration
- 37 cases closed; 32 cases pending; 15 cases withdrawn
- 64.3% of requests related to bonding leave
- 38.1% of disputes on PFL claim incomplete

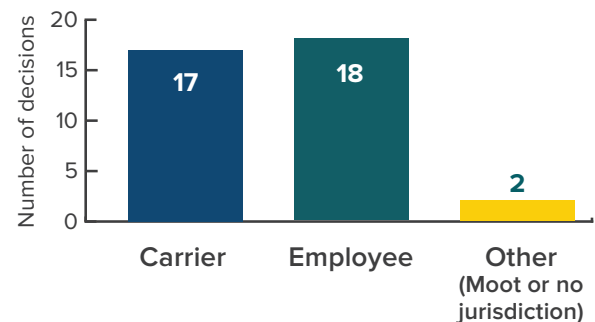
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- A sister-in-law is not considered a family member under the PFL law (the definition of sibling includes a biological or adopted sibling, a half-sibling, or a stepsibling, but does not include a sibling-in-law).
- A carrier may be found to have waived all defenses if they fail to timely respond to the request for arbitration in accordance with 12 NYCRR 380-9.5.
- A dispute between an employee and their employer over hours, shifts, etc. is not a PFL claim-related dispute appropriate for arbitration.