



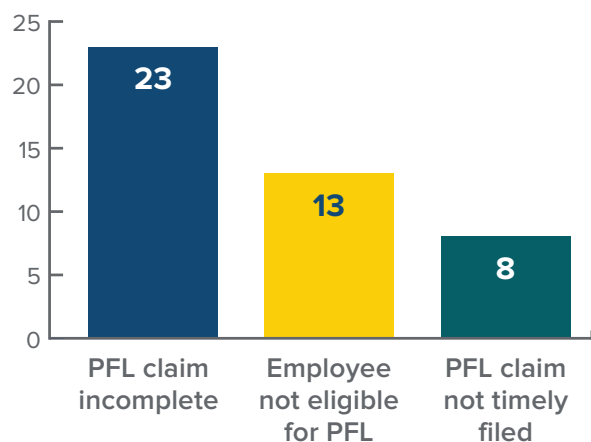
NYS Paid Family Leave Arbitration 2025 Q2 Report

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 2025 (April 1, 2025 through June 30, 2025).

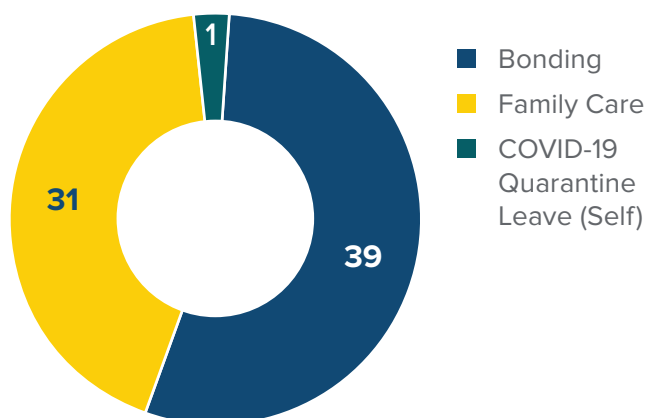
KEY DATA POINTS

- 71 requests for arbitration
- 31 cases closed; 27 cases pending; 13 cases withdrawn
- 54.9% of requests related to bonding leave
- 32.4% of disputes on PFL claim incomplete

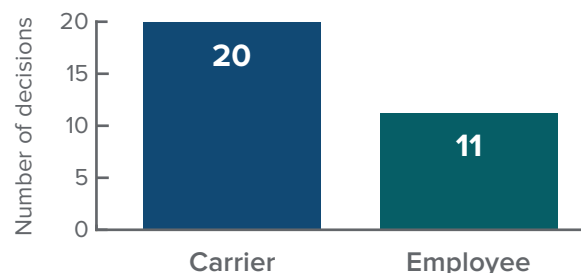
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- In accordance with Section 203 of the Workers' Compensation Law, an employee out on a period of approved PFL is still considered in employment, even if the employer goes out of business during that period.
- An employee may **not** receive a daily benefit amount that would result in receiving more than the maximum weekly benefit.
- An employee may take leave to care for a family member recovering from a Cesarean section if the application is supported by the required documentation certifying it as a serious health condition.