



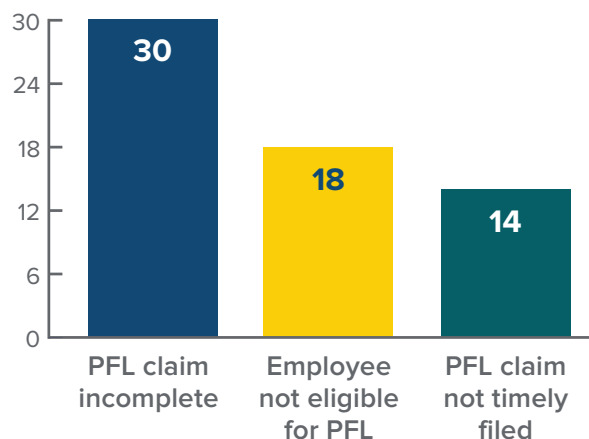
NYS Paid Family Leave Arbitration 2025 Q3 Report

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 2025 (July 1, 2025 through September 30, 2025).

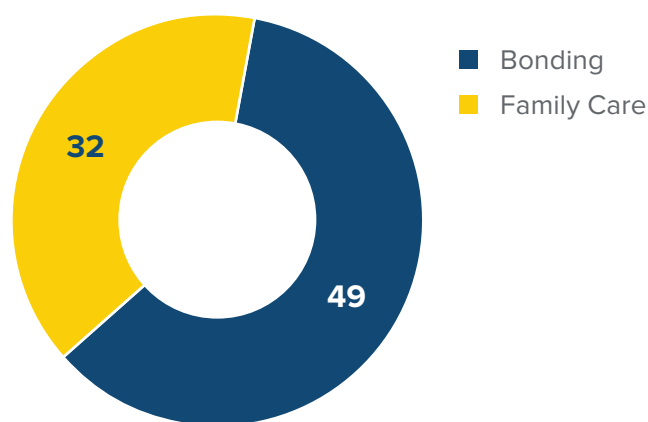
KEY DATA POINTS

- 81 requests for arbitration
- 40 cases closed; 29 cases pending; 12 cases withdrawn
- 60.5% of requests related to bonding leave
- 37.0% of disputes on PFL claim incomplete

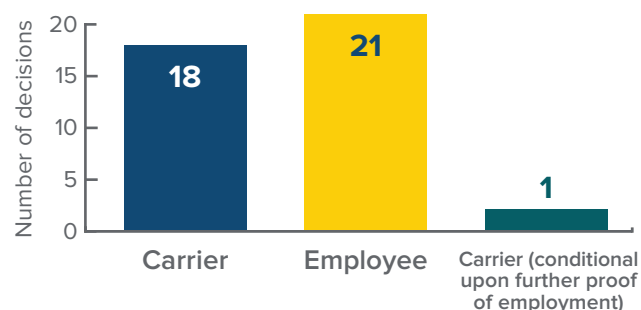
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- An individual business owner's average weekly wage (AWW) is calculated by dividing their total net income for the 52-week period before the leave by 52, and such individuals cannot use one AWW figure to reduce tax liability and a different AWW to increase PFL benefits.
- A doctor stating "undetermined at this time" for the number of days a patient will require care when the care recipient was recently diagnosed with prostate cancer is not a valid basis for denial of a request for PFL.
- An employee may still be considered in employment and eligible for PFL when they have signed back-to-back contracts with no breaks and they have been in employment for at least 26 consecutive weeks at the time of the requested period of leave.