



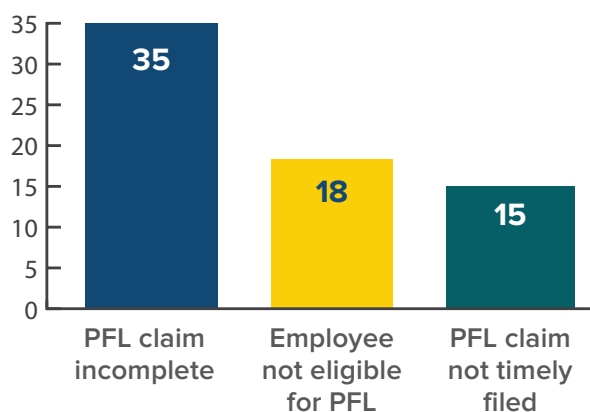
NYS Paid Family Leave Arbitration 2025 Q4 Report

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 2025 (October 1, 2025 through December 31, 2025).

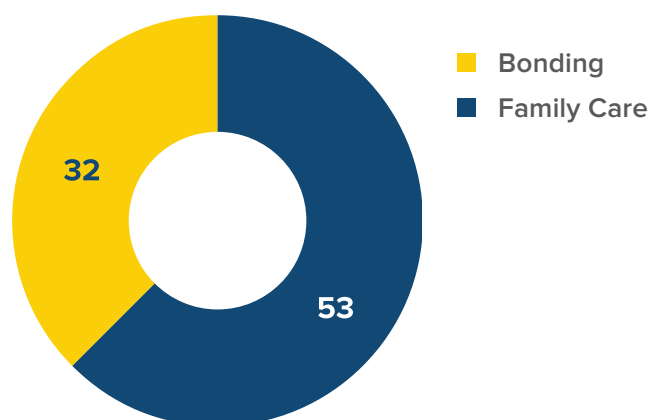
KEY DATA POINTS

- 85 requests for arbitration
- 37 cases closed; 36 cases pending; 12 cases withdrawn
- 62.3% of requests related to bonding leave
- 41.2% of disputes on PFL claim incomplete

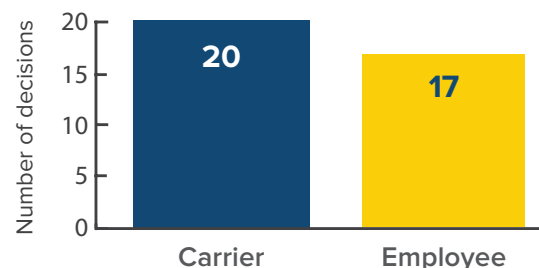
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- An employee must still be in the employment of a covered employer at the time they take PFL, not just in employment when their child was born.
- An employee may be granted PFL where the carrier failed to complete the denial form and they appear otherwise eligible.
- An employee may not take PFL to bond with their newborn child until after the child is born (a non-birth parent accompanying the birth parent to an appointment at the hospital to induce labor before the child is born does not qualify for PFL).