



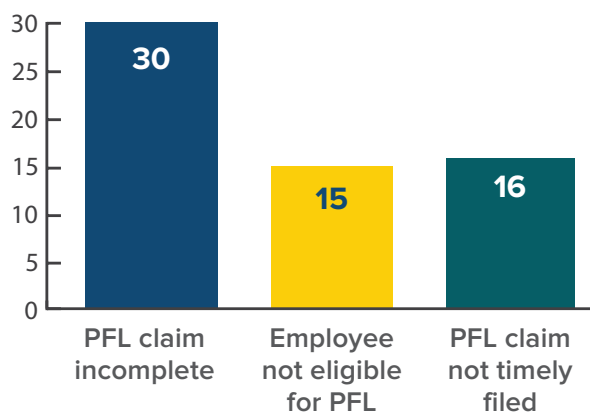
NYS Paid Family Leave Arbitration 2026 Q1 Report

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 2026 (January 1, 2026 through March 31, 2026).

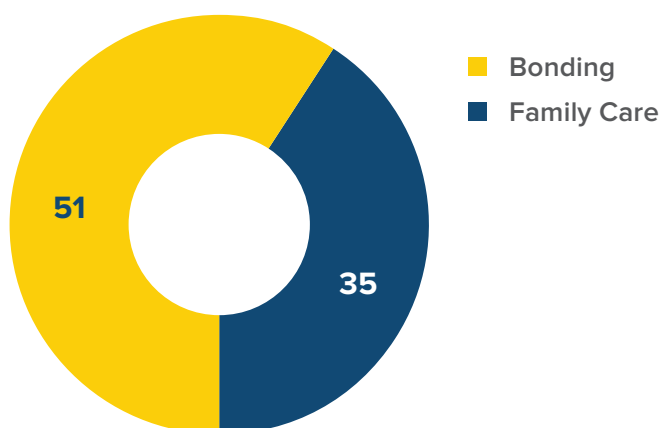
KEY DATA POINTS

- 87 requests for arbitration
- 39 cases closed; 33 cases pending; 15 cases withdrawn
- 58.6% of requests related to bonding leave
- 34.5% of disputes on PFL claim incomplete

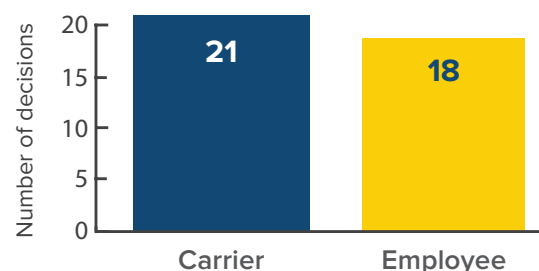
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- An employee cannot take a day of intermittent PFL when they are not scheduled to work — benefits may only be awarded for days when an employee was otherwise scheduled to work.
- Information about applying for PFL and applicable deadlines is readily available to the public. It is the employee's responsibility to timely submit their application and all documentation to the carrier.
- An employee terminated from employment prior to applying for benefits is not in employment and is not eligible for PFL after their termination date.