



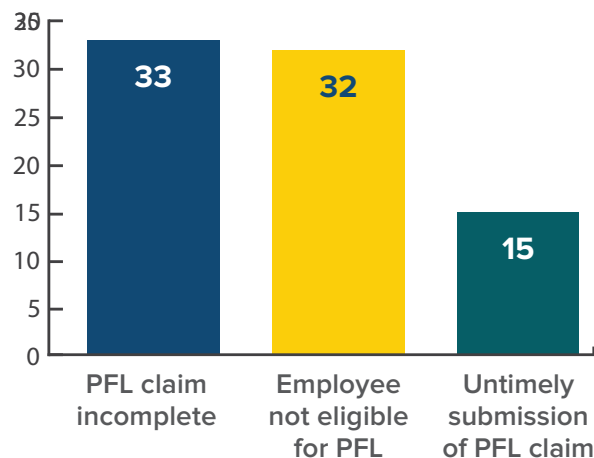
NYS Paid Family Leave Arbitration 2026 Q2 Report

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 2026 (April 1, 2026 through June 30, 2026).

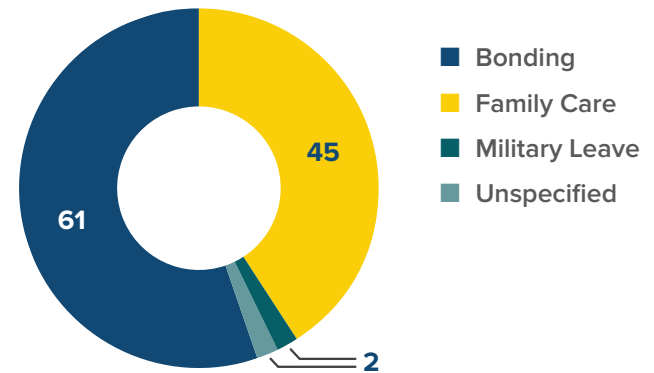
KEY DATA POINTS

- 110 requests for arbitration
- 52 cases closed; 36 cases pending; 22 cases withdrawn
- 55.4% of requests related to bonding leave
- 34.5% of disputes of disputes are related to incomplete claims

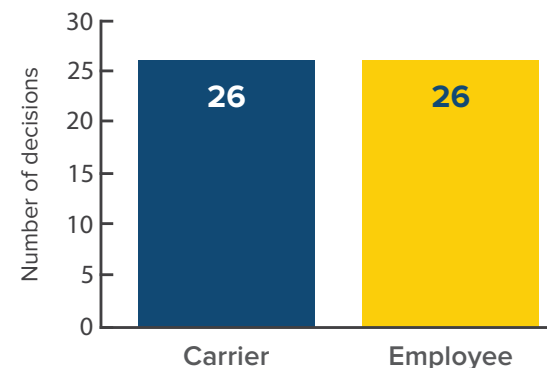
TOP 3 REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- To determine if an employee's service is localized in New York State, all factors should be considered. An employee who works as an attorney practicing and appearing in New York courts, arguing motions and submitting briefs in the New York State court system, paying New York State taxes and PFL contributions, is considered localized in New York State even while working from home in another state.
- Some leeway should be given for family care leave documentation where the family member's health care provider is practicing and licensed in a foreign country, such as a submitted letter containing all required information to certify a serious health condition even if the PFL-4 is not perfectly completed.
- Available FMLA and PFL for the same qualifying event generally run concurrently, and if the employer informs the employee that these benefits will run concurrently, the employee cannot take FMLA and then later take PFL for the same qualifying event to extend their leave time.