



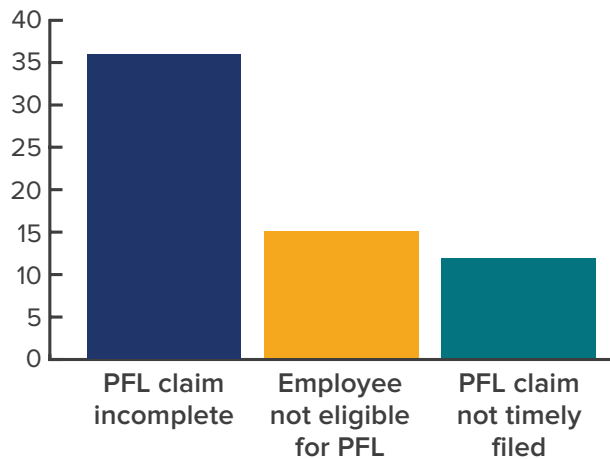
NYS Paid Family Leave Arbitration 2021 Q1 Report

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 2021 (January 1, 2021 through March 31, 2021).

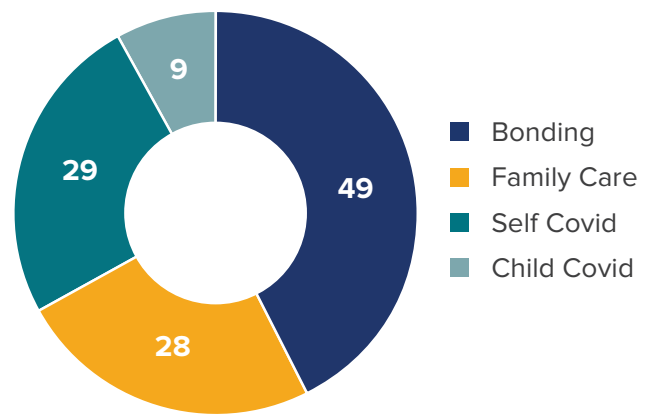
KEY DATA POINTS

- 115 requests for arbitration
- 41 cases closed; 52 cases pending; 22 cases withdrawn
- 42.6% of requests related to bonding leave
- 31.3% of disputes on PFL claim incomplete

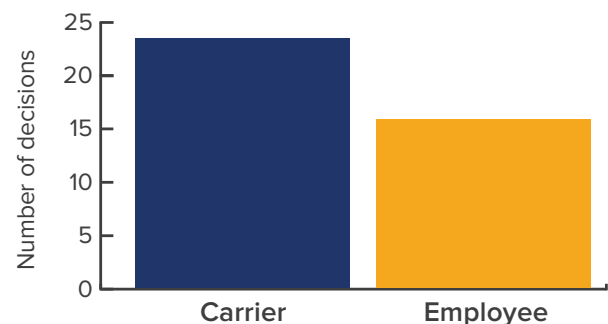
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- Employees must submit their PFL request form within 30 days from the first date of leave to avoid losing PFL benefits. Reasonable excuses for delays in filing, such as pandemic-related delays, may be excused by an arbitrator.
- An employee who applies for bonding after the 30-day deadline has passed may reapply for PFL benefits, as long as the leave is taken within the first 12 months of the child's birth, adoption, or foster care placement.
- Employees who work for public employers or employers with 100 or more employees and are under an order of quarantine or isolation for COVID-19 may qualify for COVID-19 paid sick leave for that order of quarantine, but not PFL.