



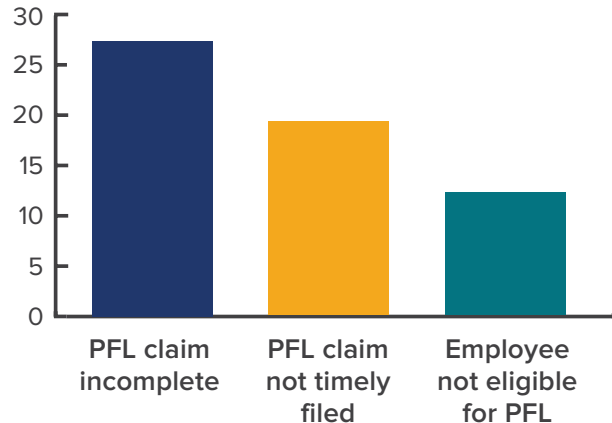
NYS Paid Family Leave Arbitration 2021 Q3 Report

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 2021 (July 1, 2021 through September 30, 2021).

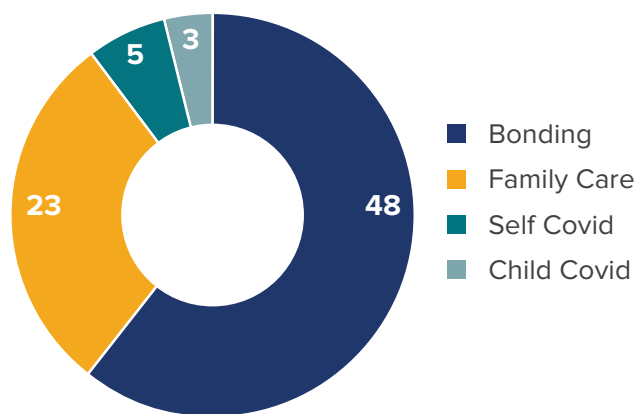
KEY DATA POINTS

- 79 requests for arbitration
- 33 cases closed; 30 cases pending; 16 cases withdrawn
- 60.8% of requests related to bonding leave
- 34.2% of disputes on PFL claim incomplete

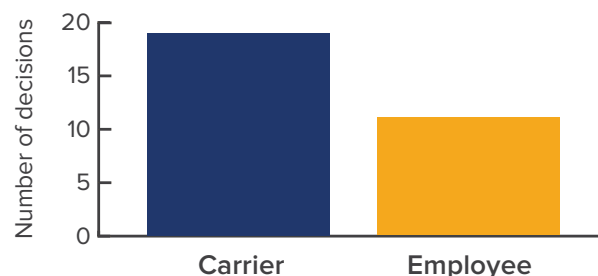
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- Employees with multiple employers may:
 - take PFL from all employers at the same time; or
 - take PFL from one or some employers at the same time, but cannot later take PFL for the same event from the other employers.
- There is no requirement that an employee return to work after taking short-term disability benefits and before taking Paid Family Leave. Eligible employees may take Paid Family Leave immediately following a period of short-term disability.
- Employees cannot take more than 26 weeks of combined short-term disability and Paid Family Leave benefits in a 52-week period.