



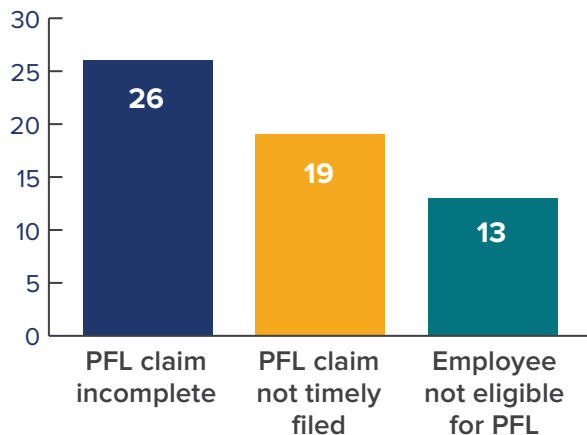
NYS Paid Family Leave Arbitration 2021 Q4 Report

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 2021 (October 1, 2021 through December 31, 2021).

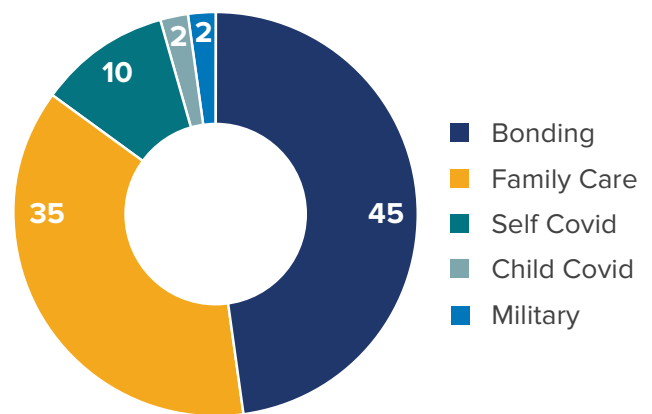
KEY DATA POINTS

- 94 requests for arbitration
- 32 cases closed; 43 cases pending; 19 cases withdrawn
- 47.9% of requests related to bonding leave
- 27.7% of disputes on PFL claim incomplete

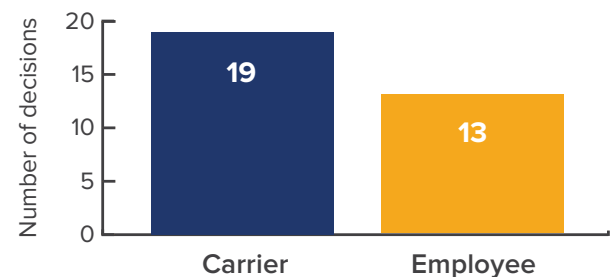
TOP THREE REASONS FOR DISPUTE



NUMBER OF DISPUTES BY TYPE OF PFL CLAIM



DECISIONS IN FAVOR OF



DECISION NOTES

- Time out on statutory short-term disability does not count toward an employee's eligibility for PFL.
- Employees may not receive more than 100% of their wages during a period of PFL.
- A legal guardian may be eligible for PFL for bonding leave with a new child who is their legal ward as long as the bonding leave is taken and completed within the first 12 months of the birth, adoption, or foster care placement.