

Larkin Federal - Employer Notice Requirements						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Family and Medical Leave Act (FMLA)	Leave	50 or more employees (US) in a 75-mile radius	Yes	N/A	Yes  There is a new version of the "Employee Rights and Responsibilities Under the Family Medical Leave Act" poster, available <a href="#">here</a> . The April 2016 and February 2013 versions still fulfill the posting requirement.	N/A
Uniformed Services Employment and Reemployment Rights Act (USERRA)	Leave	1 employee (US)	N/A	N/A	Yes	N/A

**ADDITIONAL INSIGHTS**

The above handbook, new hire and employer poster requirements, if applicable (see above the requirements), only apply if you are considered a Covered Employer under each law (see "Covered Employer" field).

Handbook Recommendation - if a law is required to be within your handbook, Larkin recommends including the same details covered in the leave law poster within your handbook. We recommend writing this information into your policy, so that it can be customized (as permitted by law) to your organization and is cohesive with other policies contained within your handbook. However, also including the poster directly in your handbook, should be acceptable.

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