

Larkin Federal - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws* (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Weekly Pay Benefit	Waiting Period	Family Members (family care leave)
Family and Medical Leave Act (FMLA)	Runs concurrently with applicable state leave and pay laws	Leave	50 or more employees (US) in a 75-mile radius	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave	Yes	Yes	12 weeks Medical (including pregnancy disability), family care, parental bonding (inc foster/adoption), and military exigency leave 26 weeks Military caregiver leave	N/A	N/A	Spouse, child, parent (includes step-parent), in loco parentis.
Uniformed Services Employment and Reemployment Rights Act (USERRA)	Runs concurrently with applicable state leave and pay laws	Leave	1 employee (US)	All employees in qualified USERRA service	Yes	24 months. If the period of service is less than 31 days, the employee cannot be required to pay more than his/her normal share of any premium. If service exceeds 31 days, the employee may be required to pay up to 102% of the full premium.	5 years Military Service (employee's own service)	N/A	N/A	N/A

*Generally where an employee is eligible for more than one state/federal leave and/or leave pay benefit, those laws are tracked and run concurrently together.

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