



Premier specialists in leave and disability management



We partner with our clients to deliver an employee-focused, personalized experience through our leave, accommodation, and self-funded claims services in the U.S. and Canada.

The Larkin Experience

Whether you have 50 employees or over 20,000, we're happy to take on your leave and claims administration. We offer your employees a high-touch leave and benefits experience built on a trusted human connection and the highest standard of care.

On the employer side, we mitigate compliance risk and improve process efficiencies—lowering costs, saving time, and freeing your internal team to focus on higher-value goals and objectives.

Leave of Absence

Managing leave of absence while complying with state and federal laws is increasingly confusing for employers and employees. We're here to reduce stress and complexity. From intake to return to work, we help with the following:

Medical and family care leaves

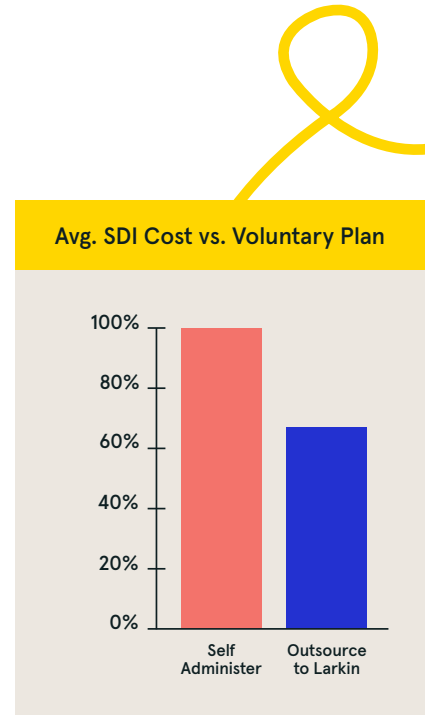
Medical (includes ADA leaves), family care, parental, pregnancy, military exigency, and military caregiver under federal and state law. We also administer company policy leaves for medical and family reasons that extend beyond the law.

Military leaves

We manage the time away and assist with the reinstatement process for all military events covered under USERRA.

Personal leaves

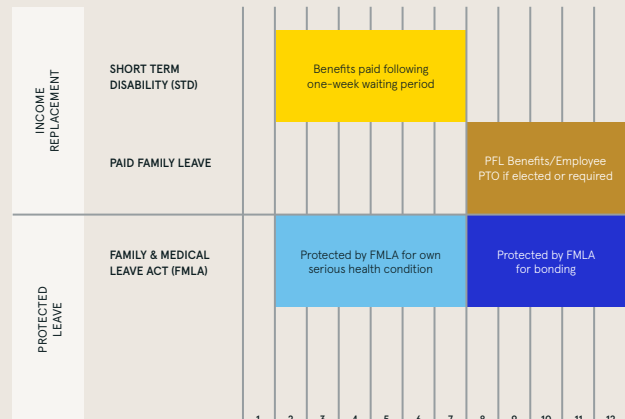
We track approved, unpaid leaves for unique circumstances not covered under state or federal law.



Complexities of a leave

Employee leaves of absence changed dramatically when the Family and Medical Leave Act (FMLA) was signed into law on February 5, 1993. The FMLA requires employers to grant leaves to eligible employees for up to 12 weeks (26 weeks in some circumstances) and to protect the employee's job and continued health benefits during that leave.

This chart is an example of a woman going on maternity leave for seven weeks and, after having her baby, would like to take protected leave for as long as she can under FMLA (which is 12 weeks in total). It shows the complexity of figuring out the laws, coverage, benefits, and tracking the leave, particularly when the employee is in a state with additional leave benefits.



Partnering on care during critical times.

Leave of absence pay, disability benefits, and work accommodations can also be tricky. The Larkin Company can partner with you on the following:



Leave of absence pay

We offer top-up pay calculations through our additional Leave of Absence Pay service, so paying absent employees is easier and in accordance with your pay policies.



Accommodations management

Some employees may require accommodations in the workplace. We help identify and manage those needs through our Accommodations Management (ADA) service.

We help you meet your obligations as an employer, help employees get back to work, and keep you in compliance with accommodations management through documented interactive processes.



Self-insured short-term disability

Self-insuring short-term disability through The Larkin Company provides the best employee experience for leaves of absence with a corresponding disability claim.

We can also help you determine the employer cost savings self-funding offers.



California voluntary plans

With enough employees in California, a voluntary plan is a no-cost way for you to give employees an improved leave experience while saving time and reducing costs for both you and your employees over time.

We specialize in California voluntary plans and can help you determine if self-insuring in California is feasible for you.



Self-insured New York plans

Self-insuring disability and paid family leave benefits may be an effective solution for employers and employees in New York. We provide administrative services and support for these benefits as well.



Washington voluntary plans

Like California, employers with an employee population in Washington can opt for a voluntary plan rather than having employees file through the state. We can implement and support the administration of these plans.



Family Care Concierge

Many employees face caregiving duties before or during a leave of absence. With this option, employers can support their employees with these responsibilities through the same personalized, high-touch service that typifies The Larkin Company experience.



Why outsource?

- The cost of outsourcing is significantly less than the cost of administering your own employee leaves.
- It can also be a better overall experience for employees and employers alike when processes are correctly documented, policies are administered consistently, and employee communication is professional.

Why choose Larkin?

- We've provided disability management and leave services as a private, employee-owned company for over 25 years.
- We customize our services for each client to meet your unique needs and objectives.
- We're always focused on building long-lasting client partnerships and maintaining client retention at nearly 100%.
- We can integrate disability administration with leave administration and simplify the process for employees—one call to The Larkin Company gets both the leave and the disability claim process started.
- With Larkin, you're giving your employees the comfort of human connection. Real people always answer the phone here. We pride ourselves on being easily accessible to our clients and their employees.

Larkin

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