

Larkin California - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
California Family Rights Act (CFRA)	<p>Leave Laws - CFRA runs concurrently with federal FMLA.</p> <p>Pay Laws - CFRA runs concurrently with CA PFL for family leave reasons. CFRA runs concurrently with CA SDI for medical leaves.</p>	Leave	5 employees (US)	<p>12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave</p> <p><i>For Bereavement:</i> 30 days of employment.</p>	Yes	Yes	<p>12 weeks Medical, family care, parental, and military exigency leave.</p> <p>Pregnancy disability is excluded - see Pregnancy Disability Leave (PDL)</p> <p>5 days (in addition to the 12 weeks of other leave types) Bereavement</p>	N/A	N/A	Spouse, child, parent, parent-in-law, person in loco parentis, grandparent, grandchild, sibling, domestic partner, any individual related by blood or whose association with the employee is the equivalent of a family relationship (effective 1/1/23)*
Pregnancy Disability Leave (PDL)	<p>Leave Laws - PDL runs concurrently with federal FMLA.</p> <p>Pay Laws - PDL runs concurrently with CA SDI.</p>	Leave	5 employees (US)	No requirements.	Yes	Yes	<p>4 months (17.33 weeks) Pregnancy disability leave per pregnancy.</p>	N/A	N/A	N/A
San Francisco Paid Parental Leave Ordinance (SF PPLO) - parental leave pay	<p>Leave Laws - SF PPLO runs concurrently with CFRA and federal FMLA.</p> <p>Pay Laws - SF PPLO runs concurrently with CA PFL (parental claims).</p>	Pay (Employer Paid)	20 employees (Global)	SF employees (working 40% of their weekly hours in the City) & 180 days of employment with current employer. Further, the employee must also perform at least 8 hours of work per week in the City and be eligible for PFL benefits for bonding with a new child.	N/A	N/A	<p>8 weeks Parental leave pay benefits.</p>	100% of pay, up to \$2,700 per week (2023). Reduced by CA PFL (see below).	No waiting period	N/A

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San Francisco Military Leave Pay Protection Act (SF MLPPA) - military leave pay	Leave Laws - federal USERRA Pay Laws - N/A	Pay (Employer Paid)	100 employees (Global)	Must work within the geographic boundaries of San Francisco and are a member of the reserve corps of the United States Armed Forces, National Guard, or other uniformed service of the United States (Includes part-time and temporary employees).	N/A	N/A	30 days (per calendar year) Military leave pay benefits.	The difference between the employee's gross military pay and the gross pay the employee would have accrued if working their regular schedule.	No waiting period	N/A
State Paid Family Leave (PFL)	Leave Laws - CA PFL runs concurrently with CFRA and federal FMLA. Pay Laws - CA PFL runs concurrently with SF PPLO (parental claims).	Pay	1 employee (CA)	Must have earned \$300 during the base period with any CA employer(s) (approximately 5-18 months prior to disability).	N/A	N/A	8 weeks Family care, parental, and military exigency leave benefits.	60% of earnings (defined by the state), up to \$1,620 per week benefit in 2023. For claims beginning 01/01/24; the maximum benefit amount is up to \$1,620 per week.	No waiting period	Spouse, child (including whom the employee stands in loco parentis), parent, parent-in-law, grandparent, grandchild, sibling, domestic partner.
State Disability Insurance (SDI)	Leave Laws - SDI runs concurrently with CFRA. SDI runs concurrently with PDL. Pay Laws - N/A	Pay	1 employee (CA)	Must have earned \$300 during the base period with any CA employer(s) (approximately 5-18 months prior to disability).	N/A	N/A	52 weeks Medical (including pregnancy disability) benefits.	60% of earnings (defined by the state), up to \$1,620 per week benefit in 2023. For claims beginning 01/01/24; the maximum benefit amount is up to \$1,620 per week.	1 week waiting period	N/A

* CFRA defines a "Designated Person" as a family member - any individual related by blood or whose association with the employee is the equivalent of a family relationship. Employers may limit an employee to one designated person per 12-month period.

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