

Larkin California - Employer Notice Requirements						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
California Family Rights Act (CFRA)	Leave	5 employees (US)	Yes	N/A	Yes - see "Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave" in the "required" posters section https://calcivilrights.ca.gov/posters/	Yes (required for birth parents) - see "Your Rights and Obligations as a Pregnant Employee" in the "required" posters section https://calcivilrights.ca.gov/posters/
Pregnancy Disability Leave (PDL)	Leave	5 employees (US)	Yes	Yes	Yes - see "Your Rights and Obligations as a Pregnant Employee" in the "required" posters section https://calcivilrights.ca.gov/posters/	Yes - see "Your Rights and Obligations as a Pregnant Employee" in the "required" posters section https://calcivilrights.ca.gov/posters/
San Francisco Paid Parental Leave Ordinance (SF PPLO)	Pay (Employer Paid)	20 employees (Global)	Yes	Yes Example PPLO Poster	Yes (e.g. .PPLO Poster)	Yes PPLO form (different to poster)
San Francisco Military Leave Pay Protection Act (SF MLPPA)	Pay (Employer Paid)	100 employees (Global)	Yes	N/A	Yes SF MLPPA Poster	N/A
State Paid Family Leave	Pay	1 employee (CA)	N/A	Yes PFL Provisions - form DE 2511	Yes UI, DI, PFL - use form DE 1857A Employees not covered by UI - use form DE 1858	Yes PFL Provisions DE 2511
State Disability Insurance	Pay	1 employee (CA)	N/A	Yes SDI Provisions - form DE 2515	Yes UI, DI, PFL - use form DE 1857A Employees not covered by UI - use form DE 1858	Yes SDI Provisions DE 2515

ADDITIONAL INSIGHTS

The above handbook, new hire and employer notice/poster requirements, if applicable (see above the requirements for each state), 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 state's leave law notice/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 notice/poster directly in your handbook, should be acceptable.

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