



California - Leave Highlights

California State Disability Insurance (SDI) and Paid Family Leave (PFL)

Update (04/22/23, Effective 01/01/25): The Employment Development Department (EDD) has announced the projected 2025 Maximum Weekly Benefit Amount to remain the same as 2024 which is \$1,620 per week. Additionally, while the current wage replacement rates are 60% to 70% of wages, the rates are projected to increase to 90% for lower wage earners and 70% for all other covered workers beginning January 1, 2025. Lastly, the SDI contribution rate is projected to decrease to 1.0% in 2025 from 1.1%. As a reminder, the taxable wage ceiling for state disability insurance was removed in 2024 and should remain the same for 2025.

San Francisco Military Leave Pay Protection Act (SF MLPPA)

(Update 01/03/23, Effective 02/19/23): San Francisco Military Leave Pay Protection Act (MLPPA) is enacted. This ordinance applies to employers with 100 or more employees regardless of location. A covered employee means any employee (including part-time and temporary employees) who 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. This ordinance requires employers pay supplemental pay when employees are on military duty leave for up to 30 days per calendar year. The supplemental pay under this ordinance may be used intermittently in daily increments. Under this Act, employers must provide pay to any employee on covered military leave the difference of the employee's gross military pay and the pay the employee would have accrued if working their regular schedule. If an employee does not return to the company after 60 days of release from military duty, the employer may treat any compensation given to the employee under the ordinance as a loan payable with interest. The OLSE has also released a Frequently Asked Questions (FAQ) guide on the Act. Please locate our "Resources" section below for a link to the ordinance and the FAQ page.

Update (12/28/23, Effective Immediately): The Office of Labor Standards (OLSE) released an updated [workplace poster](#), which will need to be posted within all SF worksites. The changes were to the Spanish and Filipino translations, specifically the last sentence on where to find more information on the OLSE website. As a reminder, employers will also need to include a description of the rights to supplemental compensation under the MLPPA in the next edition of their handbook, if not done so already.

San Francisco Paid Parental Leave Ordinance

Update (01/04/24): The Office of Labor Standards Enforcement (OLSE) has confirmed that the PPLO wage cap for 2024 will remain at \$2,700 per week. Under the ordinance, employers are required to supplement an eligible employee's PFL parental leave benefits up to 100% of an employee's weekly salary, or a weekly maximum amount that is determined each year by the City, whichever amount is lower. No additional action required as the rate remains unchanged.

What is the Update?

Handbook/Policy Updates

(San Francisco employers) Covered employers will need to include the SF MLPPA within their employer handbook. The City has confirmed simply inserting the poster within the handbook will suffice.

Notice Requirements

(San Francisco employers) Navigate to the [Office of Labor Standards \(OLSE\) website](#) and find the [poster](#) under the website's "Resources" tab. You are required to display the poster in a conspicuous location within your SF workplace(s).

Larkin Action

As noted, concerning CA SDI and PFL, we will keep our clients posted once the EDD brochures are updated to include the new "myEDD" wording.

The Larkin Company will consider any law changes carefully, and update our internal resources and processes, as well as our employee leave information packets, if necessary.

We will continue to monitor any updates regarding the laws and will keep our clients updated.

Further Company Considerations

N/A

Resources

- [San Francisco Military Leave Pay Protection Act \(SF MLPPA\) Ordinance](#)
- [SF MLPPA FAQs](#)
- [SF MLPPA Workplace Poster](#)

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