



Larkin

# Guide to Leave Compliance 2024

Scheduled and unscheduled state updates  
Consolidated 2024 action items

Revised 05/01/24



# Table of Contents

- Newsfeed - All updates
- General Compliance Guide
- Upcoming Laws
- Scheduled Yearly Updates

# All Updates

As we are continuously improving the resources provided on the Compliance Center, this log features the latest updates for U.S. family and medical leave laws. Click on the state's abbreviation to jump to the update.

## May

05/01/24 | [MN](#) PFML confirms wage reports due quarterly beginning 10/31/24

## April

04/26/24 | [MD](#) FAML I program delayed to 07/01/26. Contributions now begin 07/01/25

04/23/24 | [KY](#) enacts PFL rider law (similar to AR, FL, TN, and TX)

04/22/24 | [CA](#) EDD releases the forecasted SDI changes for 2025

## March

03/22/24 | [OR](#) passes bill to amend OFLA and PLO laws

03/21/24 | [DE](#) releases updated regulations for upcoming DE PFML program beginning 01/01/26

03/20/24 | [OR](#) releases updated final rule to amend the OFLA law

03/08/24 | [MD](#) provides new FAML I website and FAQs about its upcoming leave insurance program

03/06/24 | [HI](#) releases updated employer posters effective immediately

## February

02/08/24 | [VT](#) FML I announces employer opt-in begins 02/15/24, with benefits beginning 07/01/24

02/01/24 | [RI](#) TDI/TCI releases updated employer poster effective immediately

## January

01/04/24 | [CA](#) SF PPLO wage cap is confirmed to remain the same in 2024

# General Compliance Guide

| Guidance  | Timing                               | Resources   | Done                     |
|---|--------------------------------------|---|--------------------------|
| <b>Review State Employee Headcount</b><br>Ensure correct contributions to the applicable state PFML programs  | Immediately                          | Visit the state pages via the state map and review the applicable state's Coverage Options and Funding Section.       | <input type="checkbox"/> |
| <b>Review Policies and Employer Notice</b><br>Provide notice of family and medical leave programs (e.g. new hire notices, workplace posters, handbook requirements), that are required by law | Immediately                          | Visit the state pages via the state map and review the Employer Notice Requirements section for the applicable state. | <input type="checkbox"/> |
| <b>Train Managers/HR</b><br>How to identify leave requests and refer (medical, pregnancy, parental, and military requests) to Larkin  | Immediately                          | Refer to your implementations training slide deck.  | <input type="checkbox"/> |
| <b>Monitor Headcount Changes</b><br>Reminder to check in for changes to ensure accurate payroll taxes, contributions, and state leave notice requirements                                     | Bi-Weekly/<br>Semi-Monthly           | Create a bi-weekly or semi-monthly calendar reminder.   | <input type="checkbox"/> |
| <b>*Offset Leave Pay by State and STD Benefits</b>  | Bi-Weekly/<br>Semi-Monthly           | Visit the state pages via the Compliance Center or review the summary table.  | <input type="checkbox"/> |
| <b>Review Larkin Newsletters and Monthly Compliance Center Newsfeed</b>   | Bi-Weekly/<br>Semi-Monthly           | Set calendar reminders to review the Larkin newsfeed for updates.   | <input type="checkbox"/> |
| <b>Remit Contributions/Wage Reports State Pay Programs</b>  | Quarterly<br>-Action may be required | Visit the state pages via the Compliance Center (Coverage Options and Funding → Action - how to register)             | <input type="checkbox"/> |
| <b>New Paid Family Leave Program Review</b> Monitor any new action items related to new paid leave programs   | Quarterly                            | Monitor via the newsletter and Compliance Center newsfeed.  | <input type="checkbox"/> |
| <b>State Weekly Benefit Rate Changes</b>  | Yearly                               | Monitor via the newsletter and Compliance Center newsfeed.  | <input type="checkbox"/> |
| <b>Notices and Handbook Changes</b>   | Yearly                               | Monitor via the newsletter and Compliance Center newsfeed.  | <input type="checkbox"/> |

\*Larkin will offset any pay that we handle for you, accordingly

# Upcoming PFML Laws

Below is a general guide of action items to look out for throughout the year. A checklist of yearly to-do items will be provided to help keep you organized.

## Coming soon



### Vermont PFML

Beginning 7/1/24, Vermont's new voluntary paid family and medical leave insurance program will be available for private and non-state public employers. The program will be handled by a TPA, The Hartford, allowing eligible employees to claim 6 - 26 weeks of leave benefits for qualifying reasons. Please visit our state pages and review the VT leave highlights for more details and action items.



### Delaware PFML

Beginning 1/1/26, Delaware's paid family and medical leave insurance program will allow eligible employees to take up to 12 weeks of paid leave across all qualifying leave reasons. More details are provided in our DE state pages, and we will continue to update the leave highlights as more information becomes available closer to the law rollout.

## Next up



### Minnesota PFML

Beginning 1/1/26, Minnesota's new paid family and medical leave program will allow eligible employees to take up to 20 weeks of PFML per year for qualifying reasons. The program will be handled by the Department of Employment and Economic Development (DEED); however, employers may offer a private plan. Contributions will begin the same day the law goes into effect. Please visit our state pages and review the MN leave highlights for more details and action items.



### Maine PFML

Beginning 5/1/26, Maine's new paid family and medical leave program will allow eligible employees to take up to 12 weeks of PFML per year for qualifying reasons. The program will be handled by the Maine Department of Labor. Contributions for the program will begin as of 1/1/25. Please visit our state pages and review the ME leave highlights for more details and action items.



### Maryland FAML

Beginning 7/1/26, Maryland's new paid family and medical leave insurance program, the Time to Care Act, will allow eligible employees to take up to 12 weeks of paid leave for qualifying reasons (plus an additional 12 weeks if an employee requires both a medical and parental leave). Please visit our state pages and review the MD leave highlights for more details and action items.

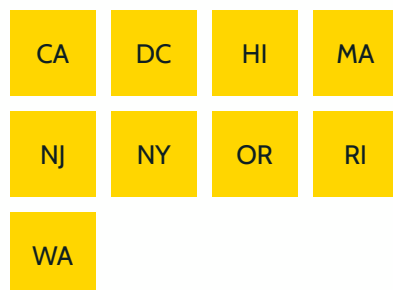
# Yearly State FML Updates Checklist

The checklist provided will help organize your yearly to-do items. Below is a key explaining each section of the checklist. Displayed are common yearly updates by state that may create employer action items. Larkin will monitor any law updates approaching or past the expected release date. This resource will be kept up to date in real-time, so please check back on or around an update if you are waiting for the status of a particular update(s). Any changes will also be announced via the Larkin Newsletter. Please note that not all states have yearly updates.

|                         |   |
|-------------------------|---|
| Law                     | Applicable state law  |
| Employer eligibility    | Eligibility requirements listed   |
| Update type             | Law Updates, rate updates, notices and poster updates                   |
| Employer actions        | Your action items will be listed here, if any                           |
| Status                  | This is the status of the law update                                    |
| Update ETA (Month/Date) | Estimated date of when the update is announced                          |
| Effective date          | Estimated (est.) or confirmed (conf) date the updates will be in effect |
| Done                    | Checkbox to help keep track of your progress                            |

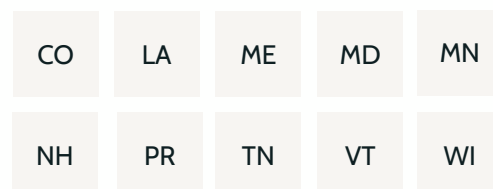
## Navigate to the state!

Find employer eligibility based on employee state headcount below each state.



## Unscheduled updates

The following states do not have scheduled yearly to-do items. Larkin will monitor any law updates approaching or past the expected release date, and any changes will be announced via the Larkin Newsletter. All unscheduled updates will also be reflected in the All Updates log within this checklist.





# California

|                               |  |                          |                          |   |
|-------------------------------|--|--------------------------|--------------------------|---|
| Law                           | CA SDI/PFL   | CA SDI/PFL               | CA SDI/PFL               | SF PPLO (San Francisco Paid Parental Leave Ordinance) |
| Employer eligibility          | 1 employee   | 1 employee               | 1 employee               | 20 employees (Global)                                 |
| Update type                   | Forecasted Contribution Rates                                      | Weekly benefit amount    | Contribution Rates       | Weekly wage cap                                       |
| Employer actions              | Determine contribution rate (for Voluntary Plans) and wage ceiling | Update Pay Offsets       | Adjust Contributions     | Update Pay Offsets                                    |
| Status                        | <i>Confirmed</i>   | <i>Pending</i>           | <i>Pending</i>           | <i>Pending</i>  |
| Update ETA (Month/Date)       | 07/01  | 10/20                    | 10/20                    | 01/01   |
| Effective date (est. or conf) | 01/01/25 (est.)  | 01/01/25 (est.)          | 01/01/25 (est.)          | 01/01/25 (est.)                                       |
| Done                          | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                              |

## Your personal notes

## Resources

- [CFRA and PDL \(Leave Laws\) – Civil Rights Department \(CRD\)](#)
- [SDI and PFL \(Pay Laws\) – Employment Development Department \(EDD\)](#)
- [SDI and PFL \(+ other state taxes\)](#)
- [State Tax/Wage Reporting Guide](#)
- [SF PPLO](#)



# District of Columbia

|                      |   |   |
|----------------------|---|---|
| Law                  | DC PFL (District of Columbia Paid Family Leave) | DC PFL (District of Columbia Paid Family Leave) |
| Employer eligibility | 1 employee                                      | 1 employee                                      |
| Update type          | Workplace poster update/send to employees*      | Weekly benefit amount                           |
| Employer actions     | Update Posting                                  | Update Pay Offsets                              |
| Status               | <i>Pending</i>                                  | <i>Pending</i>                                  |
| Update ETA           | 10/15   | 10/01   |
| Effective date       | 02/01/25 (est.)                                 | 10/01/24 (est.)                                 |
| Done                 | <input type="checkbox"/>                        | <input type="checkbox"/>                        |

## Your personal notes

## Resources

- [D.C Paid Family Leave – DC PFL \(Pay Law\)](#)
- [DC PFL Contribution Registration Guide](#)
- [Employer FAQs](#)
- [Employer Toolkit](#)

\*Workplace notice forms must be posted in a permanent, conspicuous location - generally in the same location as other labor law posters. In addition, employers must also provide the PFL notice form to employees at each of the following times:

- Once annually to all employees (paper or electronic version)
- To individual employees at the time of hire
- To individual workers when they may need to use PFL - the PFL notice must be provided whenever employers are made aware that a leave is, or will be, needed by the individual





# Hawaii

|                         |  |
|-------------------------|--|
| Law                     | HI TDI (Hawaii Temporary Disability Insurance) |
| Employer eligibility    | 1 employee                                     |
| Update type             | Weekly Benefit Amount                          |
| Employer actions        | Update Pay Offsets                             |
| Status                  | <i>Pending</i>                                 |
| Update ETA (Month/Date) | 12/01  |
| Effective date          | 01/01/25 (est.)                                |
| Done                    | <input type="checkbox"/>                       |

## Your personal notes

## Resources

- [Hawaii Family Leave Law – HFLL \(Leave Law\)](#)
- [HI Temporary Disability Insurance – TDI \(Pay Law\)](#)



# Massachusetts

|                         |   |  |
|-------------------------|---|--|
| Law                     | MA PFML(Massachusetts Paid Family and Medical Leave)                  | MA PFML(Massachusetts Paid Family and Medical Leave) |
| Employer eligibility    | 1 employee  | 1 employee   |
| Update type             | Workplace Poster & Notice Update/send notice to employees (by 12/02)* | Weekly Benefit Amount                                |
| Employer actions        | Update Posting  | Update Pay Offsets                                   |
| Status                  | <i>Pending</i>  | <i>Pending</i>                                       |
| Update ETA (Month/Date) | 12/01   | 10/01  |
| Effective date          | 01/01/25 (est.)   | 01/01/25 (est.)                                      |
| Done                    | <input type="checkbox"/>  | <input type="checkbox"/>                             |

## Your personal notes

## Resources

- [MA Paid Family and Medical Leave – MA PFML \(Leave and Pay Law\)](#)
- [MA Parental Leave Act – MPLA \(Leave Law\)](#)
- [MA PFML Contribution Registration](#)
- [Registration Video Guide](#)
- [Employer Toolkit](#)

\*Workplace posters must be displayed in a location where it can be easily read by all employees. The poster must be displayed in English and any other language that is the primary language of five or more employees. Workforce notification forms need to be provided to all employees (paper or electronically) within 30 days of hire and provide the new employee the opportunity to accept or decline receipt.



# New Jersey

|                         |   |
|-------------------------|---|
| Law                     | NJ TDI/FLI (New Jersey Temporary Disability Insurance and Family Leave Insurance) |
| Employer eligibility    | 1 employee  |
| Update type             | Weekly Benefit Amount   |
| Employer actions        | Update Pay Offsets  |
| Status                  | <i>Pending</i>  |
| Update ETA (Month/Date) | 10/01   |
| Effective Date          | 01/01/25 (est.)   |
| Done                    | <input type="checkbox"/>  |

## Your personal notes

## Resources

- [NJ Temporary Disability Insurance and Family Leave Insurance – TDI and FLI \(Pay Laws\)](#)
- [NJ Family Leave Act – NJ FLA \(Leave Law\)](#)
- [Employer Guide](#)
- [Registration](#)



# New York

|                         |                                       |  |   |
|-------------------------|---------------------------------------|--|---|
| Law                     | NY PFL (New York Paid Family Leave)   | NY PFL (New York Paid Family Leave)                            | NY DBL (New York Disability Benefits Law) |
| Employer eligibility    | 1 employee                            | 1 employee   | 1 employee                                |
| Update type             | Workplace Poster Update(Form PFL-120) | Weekly Benefit(Max)<br>Increase Note: NY DBL does not increase | Workplace Poster Update(Form DBL-120)     |
| Employer actions        | Update Posting                        | Update Pay Offsets   | Update Posting                            |
| Status                  | <i>Pending</i>                        | <i>Pending</i>   | <i>Pending</i>                            |
| Update ETA (Month/Date) | 09/15                                 | 09/15  | 12/01                                     |
| Effective Date          | 01/01/25(est.)                        | 01/01/25 (est.)  | 01/01/25 (est.)                           |
| Done                    | <input type="checkbox"/>              | <input type="checkbox"/>                                       | <input type="checkbox"/>                  |

## Your personal notes

## Resources

- [NY Paid Family Leave – NY PFL \(Leave and Pay Law\)](#)
- [NY Disability Benefits Law – DBL \(Pay Law\)](#)



# Oregon

|                         |  |                            |
|-------------------------|--|----------------------------|
| Law                     | OR PLO (Paid Leave Oregon)                   | OR PLO (Paid Leave Oregon) |
| Employer eligibility    | 1 employee                                   | 1 employee                 |
| Update type             | Weekly Benefit Amount/<br>Contribution Rates | Workplace Poster Update    |
| Employer actions        | Update Pay Offset                            | Update Posting             |
| Status                  | <i>Pending</i>                               | <i>Pending</i>             |
| Update ETA (Month/Date) | 11/15  | 09/15                      |
| Effective Date          | 01/01/25(est.)                               | 01/01/25 (est.)            |
| Done                    | <input type="checkbox"/>                     | <input type="checkbox"/>   |

## Your personal notes

## Resources

- [OR PLO - Paid Leave Oregon \(Leave and Pay Law\)](#)
- [Oregon Family Leave Act - OFLA \(leave Law\)](#)



# Rhode Island

|                         |   |  |
|-------------------------|---|--|
| Law                     | RI TCI (Rhode Island Temporary Caregiver Insurance) | RI TDI (Rhode Island Temporary Disability Insurance) |
| Employer eligibility    | 1 employee  | 1 employee   |
| Update type             | Weekly Benefit Amount/<br>Contribution Rates        | Weekly Benefit Amount/<br>Contribution Rates         |
| Employer actions        | Update Pay Offset                                   | Update Pay Offset                                    |
| Status                  | <i>Pending</i>                                      | <i>Pending</i>                                       |
| Update ETA (Month/Date) | 06/01   | 06/01  |
| Effective date          | 07/01/24 (est.)                                     | 07/01/24 (est.)                                      |
| Done                    | <input type="checkbox"/>                            | <input type="checkbox"/>                             |

## Your personal notes

## Resources

- [Rhode Island Temporary Caregiver Insurance – TCI \(Leave and Pay\)](#)
- [Employer Tax Unit Information](#)
- [FAQs](#)



# Washington

|                         |  |  |
|-------------------------|--|--|
| Law                     | WA PFML(Washington Paid Family and Medical Leave)                        | WA PFML(Washington Paid Family and Medical Leave)                    |
| Employer eligibility    | Unprotected leave – 1 employee (WA)<br>Protected leave –50 employees(WA) | Unprotected leave – 1 employee (WA)<br>Protected leave –50 employees |
| Update type             | Workplace Poster Update  | Weekly Benefit Amount  |
| Employer actions        | Update Posting   | Update Pay Offsets   |
| Status                  | <i>Pending</i>   | <i>Pending</i>   |
| Update ETA (Month/Date) | 09/30  | 09/30  |
| Effective date          | 01/01/25 (est.)  | 01/01/25 (est.)  |
| Done                    | <input type="checkbox"/>   | <input type="checkbox"/>   |

## Your personal notes

## Resources

- [WA Paid Family and Medical Leave – PFML \(Leave and Pay Law\)](#)
- [WA PFML Registration](#)
- [WA PFML Employer Information](#)
- [Employer Guide for Reporting](#)