

Larkin	New Hampshire - Leave Highlights
What is the Update?	<p>Update (12/13/24, Effective 01/01/25): For 2025, the New Hampshire Paid Family and Medical Leave (NHPFML) program's maximum weekly benefit amount will increase from \$1,945.38 to \$2,031.92.</p> <p>As a reminder, the NH PFML program is an optional income replacement program that employers or individual employees may voluntarily opt-into. Employers must have a physical location in New Hampshire to provide coverage, or for their employees to be eligible for individual coverage. Employers do not have to pay for the employee's contribution if the employee opts in as an individual. The contribution rate is assessed individually for each employer who opts into the program and will be determined on a company-by-company basis.</p> <p>If you are a Larkin Company client, and you do choose to enroll in the NH PFML program, now or in the future, please let us know as soon as possible, so we can administer your leaves accordingly. If you have individual employees who opt into the program, please also inform Larkin.</p>
Handbook/Policy Updates	N/A
Notice Requirements	New Hampshire has an optional notice available for the program. There is no legal requirement currently for employers to notify their workers of this law.
Larkin Action	The Larkin Company will adjust offsets for any top-up (leave of absence pay) calculations or STD, accordingly, if we handle these services for you.
Further Company Considerations	<p>Please ensure as a company you are offsetting any salary continuation/company top-up pay aligned with the new maximum weekly benefit rate, effective 01/01/25.*</p> <p><i>*Claims that start in 2024 will be awarded 2024 benefit rates. Claims that begin on or after 01/01/25 will be eligible for the new maximum benefit rate.</i></p>
Resources	New Hampshire PFML Website MetLife NH PFML Website

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