



Larkin

Guide to Leave Compliance 2025

Scheduled and unscheduled state updates
Consolidated 2025 action items

Revised 04/15/25



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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.

April

04/15/25	<u>MD</u> FAMILI program delayed to 01/03/28. Contributions now begin 01/01/27
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February

02/21/25	<u>MN</u> announces premium and contribution rates for the upcoming MN PLL program effective 01/01/26
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January

01/30/25	<u>WA</u> adopts amended rules for the WA PFML program effective 02/16/25
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01/28/25	<u>CA</u> SF PPLO poster updated effective 01/01/25
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01/16/25	<u>OR</u> adopts new rules to align and clarify the PLO program
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01/14/25	<u>CA</u> releases updated DE 2511 brochure for PFL, effective immediately
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General Compliance Guide

Guidance	Timing	Resources	Done
Review State Employee Headcount 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"/>
Review Policies and Employer Notice 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"/>
Train Managers/HR 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"/>
Monitor Headcount Changes Reminder to check in for changes to ensure accurate payroll taxes, contributions, and state leave notice requirements	Bi-Weekly/ Semi-Monthly	Create a bi-weekly or semi-monthly calendar reminder.	<input type="checkbox"/>
*Offset Leave Pay by State and STD Benefits	Bi-Weekly/ Semi-Monthly	Visit the state pages via the Compliance Center or review the summary table.	<input type="checkbox"/>
Review Larkin Newsletters and Monthly Compliance Center Newsfeed	Bi-Weekly/ Semi-Monthly	Set calendar reminders to review the Larkin newsfeed for updates.	<input type="checkbox"/>
Remit Contributions/Wage Reports State Pay Programs	Quarterly -Action may be required	Visit the state pages via the Compliance Center (Coverage Options and Funding → Action - how to register)	<input type="checkbox"/>
New Paid Family Leave Program Review Monitor any new action items related to new paid leave programs	Quarterly	Monitor via the newsletter and Compliance Center newsfeed.	<input type="checkbox"/>
State Weekly Benefit Rate Changes	Yearly	Monitor via the newsletter and Compliance Center newsfeed.	<input type="checkbox"/>
Notices and Handbook Changes	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



Delaware PFMLI

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.



Minnesota PLL

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.

Further out



Maryland FMLI

Beginning 1/3/28, 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.

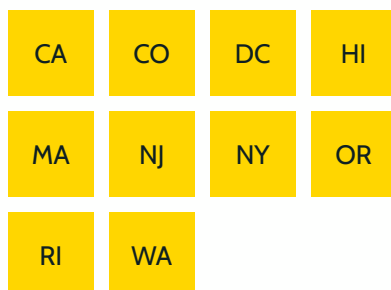
Yearly State FML Updates Checklist

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.





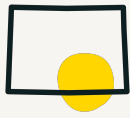
California

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>Pending</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](#)



Colorado

Law	CO FAMLI (CO Family Medical Leave Insurance)	CO FAMLI (CO Family Medical Leave Insurance)
Employer eligibility	1 employee	1 employee
Update type	Contribution Rates	Weekly Benefit Amount
Employer actions	Determine contribution rate	Update Pay Offsets
Status	<i>Pending</i>	<i>Pending</i>
Update ETA (Month/Date)	09/01	07/01
Effective date (est. or conf)	01/01/25 (est.)	01/01/25 (est.)
Done	<input type="checkbox"/>	<input type="checkbox"/>

Your personal notes

Resources

- [CO FAMLI Website](#)
- [CO FAMLI law](#)
- [CO FAMLI Registration \(My FAMLI+\)](#)
- [My FAMLI + Employer Guide](#)



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.)	10/01/25 (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 Amount (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)	12/01	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/ Contribution Rates	Workplace Poster Update
Employer actions	Update Pay Offset	Update Posting
Status	<i>Pending</i>	<i>Pending</i>
Update ETA (Month/Date)	06/15	09/15
Effective Date	07/01/25 (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 and TDI (Rhode Island Temporary Caregiver Insurance & Temporary Disability Insurance)	RI TCI and TDI (Rhode Island Temporary Caregiver Insurance & Temporary Disability Insurance)
Employer eligibility	1 employee	1 employee
Update type	Weekly Benefit Amount	Contribution Rates
Employer actions	Update Pay Offset	Adjust contributions
Status	<i>Pending</i>	<i>Pending</i>
Update ETA (Month/Date)	06/01	11/15
Effective date	07/01/25 (est.)	07/01/25 (est.)
Done		

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) Protected leave – 50 employees(WA)	Unprotected leave – 1 employee (WA) 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)	12/01	06/15
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](#)