

<div>Larkin</div> <div>Maryland - Employer Notice Requirements</div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Maryland Parental Leave Act (MDPLA)	Leave	15 or more employees within 75 miles, but not more than 49 employees (MD)  Effective 10/01/25: 15 or more employees within 75 miles, but not more than 49 employees (MD) and is not covered under the federal FMLA for the current calendar year	N/A	N/A	N/A	N/A
Family and Medical Leave Insurance Program (MD FAMILI)*	Leave and Pay	1 employee (MD)	N/A	Yes - employee notice. Program Notice under development by the state**	N/A	Yes - employee notice. Program Notice under development by the state.**

\*Upcoming law (not active) - final details of the MD FAMILI law are pending. Contributions to the program are expected to begin January 1, 2027, the law and its associated benefits become available to employees effective January 3, 2028. Previously, the effective dates were scheduled for July 1, 2025, and July 1, 2026, respectively.

\*\*This notice must be provided at the time of hire, 6 months before benefits begin, and annually thereafter. Additionally, notice must be provided when the employee requests paid leave, and when an employee's leave request may qualify for paid leave.

#### ADDITIONAL INSIGHTS

The above handbook, new hire and employer notice 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).

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