

<div> <div>Larkin</div> <div>California</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
California Family Rights Act (CFRA)	Leave	5 employees (US)	Yes	N/A	Yes - See "Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave" in the "required" posters section.	Yes (required for birth parents) - See "Your Rights and Obligations as a Pregnant Employee" in the "required" posters section.
Pregnancy Disability Leave (PDL)	Leave	5 employees (US)	Yes	Yes	Yes - See "Your Rights and Obligations as a Pregnant Employee" in the "required" posters section.	Yes - See "Your Rights and Obligations as a Pregnant Employee" in the "required" posters section.
San Francisco Paid Parental Leave Ordinance (SF PPLO)	Pay (Employer Paid)	20 employees (Global)	Yes	Yes - Example PPLO Poster	Yes (i.e., PPLO Poster)	Yes - PPLO form (different from poster)
San Francisco Military Leave Pay Protection Act (SF MLPPA)	Pay (Employer Paid)	100 employees (Global)	Yes	N/A	Yes - SF MLPPA Poster	N/A
State Paid Family Leave	Pay	1 employee (CA)	N/A	Yes - PFL Provisions - form DE 2511	Yes UI, DI, PFL - use form DE 1857A Employees not covered by UI - use form DE 1858	Yes - PFL Provisions DE 2511
State Disability Insurance	Pay	1 employee (CA)	N/A	Yes - SDI Provisions - form DE 2515	Yes UI, DI, PFL - use form DE 1857A Employees not covered by UI - use form DE 1858	Yes - SDI Provisions DE 2515

ADDITIONAL INSIGHTS

The above handbook, new hire and employer notice/poster 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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