



California - Leave Highlights

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| What is the Update? | <p>California State Disability Insurance (SDI) and Paid Family Leave (PFL)</p> <p>Update (01/14/25, Effective immediately): The EDD has released an updated version of the DE 2511 brochure for the Paid Family Leave program. As a reminder, this brochure should only be provided to new hires and those employees who request a leave of absence in order to care for a family member or bond with a new child. If you are a Larkin client and we handle your leave of absence services, we will provide your employees with the updated brochure when they request a leave of absence.</p> <p>Update (06/04/25, Effective 01/01/26): The EDD has released their projected 2026 SDI Contribution Rate to increase to 1.3% (from 1.2% in 2025) and Maximum Weekly Benefit Amount to increase to \$1,710 (from \$1,681 in 2025). Wage replacement rates were increased to 90% for lower wage earners and 70% for all other covered workers at the beginning of 2025, and we can expect this to remain the same for 2026. We will provide another update once the rates have been confirmed, which is typically announced closer to the end of the year.</p> |
| | <p>San Francisco Paid Parental Leave Ordinance (SF PPLO)</p> <p>Update (01/28/25, Effective 01/01/25): For the first time since 2020, the OSLE has updated the SF PPLO poster to reflect recent changes from the CA Paid Family Leave program. Please ensure this notice is placed at each worksite where it is visible for all employees, and provided electronically for any remote employees as soon as possible.</p> <p>Under the SF ordinance, employers are required to supplement an eligible employee's PFL parental leave benefits up to 100% of an employee's weekly salary, or a weekly maximum amount that is determined each year by the City, whichever amount is lower. In our book of business, most clients provide salary continuation up to full pay, even if the employee's salary is above the weekly SF PPLO cap.</p> <p>Update (06/11/25, Effective immediately): The OLSE has updated the Paid Parental Leave form that employers must provide to employees when notified of the need for a parental leave. If you are a Larkin client and we handle your leave of absence services, we will provide your employees with the updated brochure when they request a leave of absence.</p> |
| | <p>Handbook/Policy Updates</p> <p>Updates to your company handbook may need to be made if you include CA specific income replacement benefits information.</p> |
| | <p>Notice Requirements</p> <p>The DE 2511 brochure for PFL must be provided to employees upon hire and upon learning of an employee's request to take a leave of absence. Additionally, the SF PPLO employee notice must be placed where employees can easily read it at each job site or workplace.</p> |
| Larkin Action | <p>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. Additionally, we will consider any law changes carefully, and update our internal resources and processes, as well as our employee leave information packets, if necessary.</p> |
| Further Company Considerations | N/A |
| Resources | SB 1090 |

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