


<div>  <div>Federal</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Family and Medical Leave Act (FMLA)	Leave	50 or more employees (US) in a 75-mile radius	Yes	N/A	Yes There is a new version of the "Employee Rights and Responsibilities Under the Family Medical Leave Act" poster, available here . The April 2016 and February 2013 versions still fulfill the posting requirement.	N/A
Uniformed Services Employment and Reemployment Rights Act (USERRA)	Leave	1 employee (US)	N/A	N/A	Yes	N/A

ADDITIONAL INSIGHTS

The above handbook, new hire and employer poster requirements, if applicable (see above the requirements), only apply if you are considered a Covered Employer under each law (see "Covered Employer" field).

Handbook Recommendation - if a law is required to be within your handbook, Larkin recommends including the same details covered in the leave law poster within your handbook. We recommend writing this information into your policy, so that it can be customized (as permitted by law) to your organization and is cohesive with other policies contained within your handbook. However, also including the poster directly in your handbook, should be acceptable.


The Larkin Company has taken reasonable steps to ensure the accuracy of the information on this page, however we make no representation or warranty of any kind as to its accuracy or completeness. These resources should not be construed or substituted for legal advice. Accordingly, before taking any actions based upon such information provided herein, we encourage you to seek competent legal advice from a licensed attorney or appropriate professionals.

LarkinAlabama						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Adoption Promotion Act (APA)	Leave	50 or more employees (US) in a 75-mile radius	N/A	N/A	N/A	N/A

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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<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

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<div>Larkin</div> <div>Colorado</div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Colorado Family Care Act (CO FCA)	Leave	50 or more employees (US) in a 75-mile radius	N/A	N/A	N/A	N/A
Colorado Family and Medical Leave Insurance Act (CO FMLI)*	Leave and Pay	1 employee (CO)	N/A	Yes - FMLI Program Notice	Yes - FMLI Program Notice	Yes - FMLI Program Notice

*Employers are legally required to display the CO FMLI notice in a prominent location, as well as notify its employees in writing upon hire and upon learning of an employee's request to take a leave of absence. If you have employees that work remotely, we would recommend also posting this on your company intranet.

ADDITIONAL INSIGHTS

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<div>  <div>Connecticut</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Connecticut Family and Medical Leave Act (CTFMLA)	Leave	1 employee (CT)	N/A - if notice to new hire is provided (see right).	Yes - Employers have the option to provide the notice to new hires or provide notice of CT FMLA within their handbook. CT Paid Leave specifically requires the notice to be provided to new hires. As the CT Paid Leave and CT FMLA notice is a combined notice, employers will meet their notice requirements under both CT FMLA and CT Paid Leave, when they provide the combined notice to new hires.	N/A	N/A
CT Paid Leave (CTPL)	Pay	1 employee (CT)	N/A	Yes - The notice must be provided to employees annually. In addition, employers must provide this to each new hire in CT.	N/A	N/A
Connecticut Fair Employment Practices Act (FEPA) - pregnancy disability leave	Leave	3 employees (CT)	N/A	Yes - Employer should provide within 10 days of employer being made aware of the pregnancy.	N/A	N/A

ADDITIONAL INSIGHTS

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<div>  <div>Delaware</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Family and Medical Leave Insurance Program (DE PFML) *	Leave and Pay	10-24 employees (DE) - parental only. 25+ employees (DE) - parental AND family/medical.	N/A	Yes - Notice of Employee Rights	Yes - Notice of Employee Rights	Yes - Notice of Employee Rights

*Upcoming law (not active) - final details of the DE PFML are pending. Contributions to the program began on January 1, 2025, the law and its associated benefits become available to employees effective January 1, 2026. The notice can be provided electronically to an employee's work or personal email. Notice must also be provided at the time of hire, when an employee requests leave, and when an employee's leave request may qualify under DE PFML.

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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<div>  District of Columbia </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
D.C. Family and Medical Leave Act (DC FMLA)	Leave	20 employees (DC)	Yes	No - DC only requires new hires to be notified (providing employer poster would suffice), if DC FMLA is not included in the employer handbook.	Yes - Employer poster	N/A
D.C. Paid Family Leave (DC PFL)	Pay	1 employee (DC)	N/A	Yes - Employee notice	Yes - Notify employees annually*, and display poster in the workplace.	Yes - Employee notice

*The PFL notice must also be provided annually to employees. We recommend providing it to employees by January 1 of the following year.

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).

Handbook Recommendation - if a law is required to be within your handbook, Larkin recommends including the same details covered in the state's leave law notice/poster within your handbook. We recommend writing this information into your policy, so that it can be customized (as permitted by law) to your organization and is cohesive with other policies contained within your handbook. However, also including the notice/poster directly in your handbook, should be acceptable.

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Larkin Florida						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Miami-Dade Family Leave Ordinance (DAD-FLO)	Leave	50 or more employees (US) in a 75-mile radius	N/A	N/A	N/A	N/A

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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LarkinHawaii						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Hawaii Family Leave Law (HFLL)	Leave	100 or more employees (HI)	N/A	Yes - Requirements specified here (administrative rules).	Yes - See wage and hour law.	N/A
Hawaii Temporary Disability Insurance (TDI)	Pay	1 employee (HI)	N/A	Yes - See disability compensation law.	Yes - See disability compensation law.	N/A

ADDITIONAL INSIGHTS

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<div>  <div>Louisiana</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Louisiana Pregnancy Disability Law (LAPDL)	Leave	25 or more employees (LA)	N/A	Yes - See Pregnancy Rights of Employees.	Yes - See Pregnancy Rights of Employees.	N/A

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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<div>  <div>Maine</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Maine Family and Medical Leave Act (MFMLA)	Leave	15 or more employees (ME - one worksite)	N/A	N/A	Yes - See Regulation of Employment Posters.	N/A
Maine Paid Family and Medical Leave (ME PFML)*	Leave and Pay	1 employee (ME)	N/A	Yes - Provide to employees within 30 days of hire.	Yes - Provide to employees within 30 days of hire.	N/A

*Upcoming law (not active) - final details of the ME PFML law are pending. Contributions to the program began January 1, 2025, the law and its associated benefits become available to employees effective May 1, 2026.

ADDITIONAL INSIGHTS

The above handbook, new hire and employer 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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<div>  <div>Maryland</div> </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) <i>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</i>	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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<div>  <div>Massachusetts</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Massachusetts Parental Leave Act (MPLA)	Leave	6 employees (MA)	N/A	N/A	Yes - See the requirements outlined in the Parental Leave Guidelines document.	N/A
Massachusetts Paid Family and Medical Leave (MA PFML)	Leave and Pay	1 employee (MA)	N/A	Yes - Two separate notices depending on company size (requires employee acknowledgment within 30 days of hire). New hires may accept or decline receipt of the notice information, and this must be documented. The notice also needs to be provided annually.*	Yes - Separate from employee notice.	N/A

*The PFML notice must also be provided annually to existing employees when the new notice is released (no updated employee acknowledgement is generally required, but their acknowledgement or lack thereof should be documented). Notice typically released in October time, and must be provided to employees by December 2. We will provide an update via our newsletter each year when the new notice is released.

ADDITIONAL INSIGHTS

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<div>  <div>Minnesota</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Minnesota Pregnancy and Parental Leave Act (MNPPL)	Leave	1 employee (US)	N/A	N/A	N/A	N/A
Minnesota Paid Leave Law (MN PLL)*	Leave and Pay	1 employee (MN)	N/A	Yes - Provide to employees within 30 days of hire; must be acknowledged by the employee. Program Notice under development by the state.	Yes - As of November 2025, prior to benefits beginning January 2026.	N/A

*Upcoming law (not active) - final details of the MN PLL law are pending. Contributions to the program are expected to begin January 2026, the law and its associated benefits become available to employees in January 2026.

ADDITIONAL INSIGHTS

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<div>  <div>New Hampshire</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
New Hampshire Law Against Discrimination (NH-LAD)	Leave	6 employees (US)	N/A	N/A	N/A	N/A
New Hampshire Paid Family and Medical Leave (NH PFML)	Leave and Pay	Private employers with 1 employee (US) who voluntarily opt into the PFML program OR private employees who have individually opted into the program.	N/A	N/A	N/A*	N/A

*New Hampshire has an [optional notice](#) available for the program, however there is nothing in the statute requiring an employer to notify employees of the NH PFML plan.

ADDITIONAL INSIGHTS

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<div>  <div>New Jersey</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
New Jersey Family Leave Act (NJ FLA)	Leave	30 employees (Global)	Yes - Including the poster should suffice.*	N/A - If poster is included within your handbook.	Yes - Including within handbook should suffice.	N/A
New Jersey Family Leave Insurance (NJ FLI)	Pay	1 employee (NJ)	N/A	Yes - FLI Poster (PR-2)	Yes - FLI Poster (PR-2)	N/A
New Jersey Temporary Disability Insurance (NJ TDI)	Pay	1 employee (NJ)	N/A	Yes - TDI Poster (PR-1)	Yes - TDI Poster (PR-1)	N/A


*NJ FLA requires a yearly notice to employees of the law. This can include a variety of methods i.e. paycheck insert, brochure or similar informational packet provided to new hires, attachment to an employee manual or policy handbook, flyer distributed at an employee meeting, by email; and via an internet or intranet site, provided that all employees have access, and the employer customarily posts notices to affected employees or other affected individuals on the site. The Larkin Company recommends simply including the notice within your handbook.

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).

Handbook Recommendation - We recommend writing NJ FLA information into your policy, so that it can be customized (as permitted by law) to your organization and cohesive with other policies contained within your handbook. To meet both the handbook and notice requirements under NJ FLA, we recommend that you also include a copy of the NJ FLA poster as an attachment to your policy. Alternatively, if you do not wish to write NJ FLA information into your policy, then simply including the notice/poster directly in your handbook should be acceptable.

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<div>  <div>New York</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
New York Paid Family Leave (NY PFL)	Leave and Pay	1 employee (NY)	Yes	N/A	Yes - Notice of Compliance (request this from your PFL Insurance Carrier) - form PFL-120.	Yes - Statement of Rights PFL - form PFL-271S.
New York Disability Benefits Law (NY DBL)	Pay	1 employee (NY)	N/A	N/A	Yes - Notice of Compliance (request this from your DBL Insurance Carrier) - form DB-120.	Yes - Statement of Rights DBL - form DB-271S.

ADDITIONAL INSIGHTS

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Handbook Recommendation - if a law is required to be within your handbook, Larkin recommends including the same details covered in the state's leave law notice/poster within your handbook. We recommend writing this information into your policy, so that it can be customized (as permitted by law) to your organization and is cohesive with other policies contained within your handbook. However, also including the notice/poster directly in your handbook, should be acceptable.


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<div>Larkin</div> <div>Oregon</div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Oregon Family Leave Act (OFLA)	Leave	25 or more employees (OR)	N/A	N/A	Yes	N/A
Paid Leave Oregon (PLO)	Leave and Pay	1 employee (OR)	N/A	Yes - This notice must be displayed in the workplace (and provided via email or mail to Oregon employees who work remotely). Thereafter, it must also be provided to new hires and those assigned to work remotely in Oregon, who were not already informed of the law at the time of hire (such as employees who relocate from another state to work remotely in Oregon).	Yes - Same as left.	N/A

ADDITIONAL INSIGHTS

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<div>  <div>Puerto Rico</div> </div>						
Leave Law	Law Type	Covered Employers	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Temporary Non-occupational Insurance Program (SINOT)	Leave	1 employee (PR)	N/A	N/A	N/A	N/A
Working Mother's Protection Act (WMPA)	Leave	1 employee (PR)	N/A	N/A	N/A	N/A

ADDITIONAL INSIGHTS

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<div>  <div>Rhode Island</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Rhode Island Parental and Family Medical Leave Act (RIPFMLA)	Leave	50 or more employees (US)	N/A	N/A	Yes - See "DLT Required Posters" and "Combination Poster".	N/A
Rhode Island Temporary Caregiver Insurance (RI TCI)	Leave and Pay	1 employee (RI)	N/A	N/A	Yes - See "DLT Required Posters" and "Combination Poster".	N/A
Rhode Island Temporary Disability Insurance (RI TDI)	Pay	1 employee (RI)	N/A	N/A	Yes - See "DLT Required Posters" and "Combination Poster".	N/A

ADDITIONAL INSIGHTS

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Larkin Tennessee						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Tennessee Maternity Leave Law (includes non-birthing parents)	Leave	100 full-time employees (TN - one worksite)	Yes - The law itself must be included in your handbook.	N/A	N/A	N/A

ADDITIONAL INSIGHTS

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<div>  Vermont </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Vermont Parental and Family Leave Act (VPFLA)	Leave	10 or more employees (US) – parental leave 15 or more employees (US) – family/medical leave	N/A	N/A	Yes - See "Parental and Family Leave Poster".	N/A
Vermont Paid Family and Medical Leave Insurance (VT FMLI)	Pay	Private employers with 2 or more employees who choose to opt into the FMLI program OR private employees who have individually opted into the program.	N/A	N/A	N/A	N/A

ADDITIONAL INSIGHTS

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<div>  Washington </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Washington Paid Family and Medical Leave (WA PFML)	Leave and Pay	Unprotected leave – 1 employee (WA) Protected leave – 50 employees (WA)	N/A	N/A	Yes - See "Download the mandatory poster".	Yes - Employee notice (separate from poster).
Washington Law Against Discrimination (WLAD)	Leave	1 employee (WA)	N/A	N/A	N/A	N/A

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).

The Larkin Company has taken reasonable steps to ensure the accuracy of the information on this page, however we make no representation or warranty of any kind as to its accuracy or completeness. These resources should not be construed or substituted for legal advice. Accordingly, before taking any actions based upon such information provided herein, we encourage you to seek competent legal advice from a licensed attorney or appropriate professionals.

Larkin Wisconsin						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Wisconsin Family and Medical Leave Act (WI FMLA)	Leave	50 or more employees (US)	N/A	N/A	Yes - See Family & Medical Leave Law (ERD-7983-P).	N/A

ADDITIONAL INSIGHTS

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