

Larkin		Washington				
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)* *Effective 01/01/26, 25 or more WA employees; 01/01/27, 15 or more WA employees; 01/01/28, 8 or more WA employees.	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).

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