

**Larkin** **Delaware - State Leave and Pay Summary Table**

Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
<b>Family and Medical Leave Insurance Program (DE PFML)</b>	<p><b>Leave Laws - DE PFML</b> will run concurrently with federal FMLA, once the DE PFML program is live.</p> <p><b>Pay Laws - N/A</b></p>	Leave and Pay	<p>10-24 employees (DE) - parental leave only.</p> <p>25+ employees (DE) - parental AND family/medical leave.</p>	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave, and has earned at least 60% of wages in DE each quarter.	Yes	Yes	<p><b>12 weeks</b> Parental Leave</p> <p><b>6 weeks (in any 24-month period).</b> Medical (including pregnancy disability), family care leave, military exigency</p>	Up to 80% of average weekly wage, up to \$900 per week (2026).	N/A	Spouse, child, parent (includes step-parent).

\*Upcoming law (not active) - final details of the DE PFML are pending. Contributions to the program are expected to begin January 1, 2025, the law and it's associated benefits become available to employees effective January 1, 2026.

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