

Larkin Delaware						
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

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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