



ABSENCE ADVISORY

REGULATORY UPDATES FROM
AFLAC'S GROUP LIFE, ABSENCE AND
DISABILITY SOLUTIONS DIVISION



APRIL 2026

We are pleased to share the April 2026 Absence Advisory, along with information related to state and other paid leave legislation.

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UPCOMING WEBINAR: MAINE'S PAID FAMILY AND MEDICAL LEAVE PROGRAM IS HERE – WHAT YOU NEED TO KNOW

Aflac Group Life, Absence and Disability Solutions is partnering with the Paid Family and Medical Leave Bureau at the Maine Department of Labor to provide an informational webinar through the Disability Management Employer Coalition (DMEC).

Join us for a free 2026 Tools and Tactics Webinar called Maine's Paid Family and Medical Leave Program is Here – What You Need to Know on Thursday, May 7, at 9:00 a.m. PDT | 12:00 p.m. EDT.

Maine's Paid Family and Medical Leave (PFML) program begins May 1, 2026. This session will focus on what you need to know about your rights and responsibilities as an employer and what information you need to share with your employees. We will explore how you can interact with the program's claims administrator and what tasks they're doing so you don't have to.

You will walk away with a solid understanding of who is and is not eligible for benefits under the program, what leave reasons are covered and how benefit payments will be calculated. We will also share best practices to deal with the specific nuances of Maine's program.

During this session, we will:

- Summarize who and what the Maine PFML program covers
- Explain how to interact with Aflac, the Maine PFML administrator
- Identify what actions steps to take now and what action steps to take if an employee submits a Maine PFML application

Please visit [2026 Tools & Tactics Webinar: Maine's Paid Family and Medical Leave Program is Here – What You Need to Know – DMEC | Workplace Accommodation and Leave Solutions](#) to register and use coupon code **26AFLAC1**, which will zero out the cost for non-members.

DELAWARE

Paid leave

This is a reminder for Delaware employers to submit their quarterly wage and hour reports 30 days after the end of each quarter. The Delaware Department of Labor's Division of Paid Leave did not charge penalties or interest on any 2025 quarterly PFML hours and wage submissions and contribution payments, but the reports had to be submitted by March 31 (60 days after the normal due date for Q4 payments).

Please visit the Delaware Department of Labor employer homepage for resources such as the Employer and TPA Guide, Benefits Contributions Calculator, FAQ, portal instructions and more. For more information about Delaware PFML, please click [here](#).

MAINE

Educational webinar recap

Aflac Group Life, Absence and Disability Solutions hosted a webinar on Maine PFML. This webinar was for educational purposes only. Aflac does not represent or speak on behalf of the state of Maine.

During the session, we:

- Described the key nuances of the Maine PFML program
- Explained the role and responsibilities of the employer
- Identified the next steps for employers

[Listen to the replay.](#)

Program reminders

Eligible employees in Maine will be able to receive benefits from the Maine PFML program beginning May 1. Employers that have applied for a private plan substitution should check their Maine Paid Leave portal frequently to stay current on any outstanding items or status updates regarding their application. Employers interested in applying for a private plan substitution may do so at any time by consulting an approved insurance carrier and by visiting www.maine.gov/paidleave to learn more. Employers with eligible employees in Maine should also make sure to submit quarterly wage reports to remain in compliance with the Maine Department of Labor. The next quarterly wage reports must be submitted no later than April 30.



These are educational materials only. Employers should consult their own counsel for obligations for state-mandated leave and disability programs. Products and services are provided by Continental American Insurance Company. In New York, products and services are provided by American Family Life Assurance Company of New York. In California, coverage is offered by Continental American Life Insurance Company. Products may not be available in all states and may vary depending on state law.

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