



ABSENCE ADVISORY

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



JANUARY 2026

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

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HAWAII

On Dec. 10, the Hawaii Department of Labor and Industrial Relations, Disability Compensation Division released the Hawaii Temporary Disability updates for 2026.

2026 benefit %	Employees may receive up to 58% of their average weekly wage up to the benefit maximum of \$871 per week.
2026 maximum weekly benefit	\$871 per week for leaves beginning on or after Jan. 1, 2026.
2026 contribution rate	An employer may withhold temporary disability insurance contributions of one-half the premium cost but not more than .5% of the employee's weekly wage, with the maximum not to exceed \$7.50. An employer may not deduct premium cost from an employee who does not meet the eligibility requirements of Section 392-25, HRS.
2026 state average annual wage	\$64,471.82
Additional Information	Disability Compensation Division Guidelines

NEW JERSEY

The New Jersey Department of Labor has updated the 2026 NJ temporary disability benefit and family leave insurance maximum weekly benefit amount, which was originally announced as \$1,199 per week, to the corrected amount of \$1,119 per week. The updated number is now included on the Rate Information, Contributions and Due Dates [website](#).

OREGON

Employers are required to submit an annual report no later than Jan. 31, 2026, on Paid Leave Oregon benefits usage, including financial information for employers that withhold employee contributions. Benefits usage reporting must include information such as the number of benefit applications received, approved, denied and cancelled during the reporting period. Financial reporting must include information regarding the total amount of employee contributions, total plan expenses paid and remaining balance of employee contributions at the end of the reporting period, as well as the balance of benefits approved but not paid if there is an employer-administrated plan that is ending. For more information, please review the [**Paid Leave Oregon Equivalent Plan Guidebook**](#).

WASHINGTON

The Washington Employment Security Department filed a CR-103 on Dec. 5. The department adopted rules for paid family and medical leave to implement portions of Engrossed Substitute House Bill 1213 regarding benefit eligibility requirements, employer sizing, small business grants, employment restoration rights, notices and continuation of health benefits. The adopted rules include an update regarding Substitute Senate Bill 5191 related to dockworkers and a procedural rule regarding filing petitions for review.

The rules will be effective Jan. 1, 2026. The adopted rules and supporting documentation can be found on the program's rulemaking [web page](#).



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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