



ABSENCE ADVISORY

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



JULY 2026

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

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CHICAGO

Paid leave and paid sick and safe leave

Chicago's paid leave and paid sick and safe leave ordinances have been in effect since July 2024. The paid leave ordinances allowed covered employees to accrue one hour of time for every 35 hours worked within city limits for paid leave, and another hour for paid sick and safe leave. On May 18, Chicago enacted amendments to the ordinances that took effect on June 1.

Amendments and clarity include but are not limited to:

Accrual: The rules clarify that nonexempt employees must accrue paid leave and paid sick leave hours based on all hours worked, including overtime, whereas exempt-level employees will be capped at 40 hours per week for purposes of accruing paid leave and paid sick leave.

Usage: Prior to the final rules, some of the allowable reasons for paid sick leave usage include:

- When a family member is ill or injured
- To care for a family member receiving medical care, treatment, diagnosis or preventative care
- If a family member is the victim of domestic violence or a sex offense

The final rules broaden and clarify that a covered employee may use paid sick leave for the unscheduled closure of their child's place of care. "Place of care" includes professional and formal organizations (e.g., afterschool programs, childcare centers, summer camps) and providers outside of institutional settings and locations (e.g., paid babysitters, family and friends who supervise children when covered employees are working).

Documentation: Documentation may be requested once the employee has used three or more consecutive workdays, which is further defined as three consecutively scheduled workdays. Should the employee work a shift that crosses into two calendar days (i.e., overnight shift), the time missed will be considered one workday.

Employers should continue to review and update their internal policies and provide timely and appropriate updates/training to management as they apply to their company. Review the full document and changes [here](#).

CONNECTICUT

Workplace Accommodations - HB 5003

On May 11, Connecticut passed substitute House Bill 5003, which contained multiple amendments to various laws. Some of the changes include requiring employers to meet new state requirements for workplace accommodations while still meeting the federal Americans with Disabilities Act (ADA) requirements. This legislation is an additional approach to ensure employees know their rights to request an accommodation.

Connecticut employers will now be required to give written notice about an employee's right to reasonable accommodation in the workplace for a disability under the ADA. Effective Oct. 1, employers are required to provide written notice to employees in the following circumstances:

- To existing employees within 120 days of Oct. 1
- To any employee who notifies their employer about their disability within 10 days after the notification to their employer
- To new employees at the start of their employment

Under this bill, an employer can also comply with the requirement by displaying the poster created by the Labor Commissioner in an accessible and conspicuous location at the employer's place of business.

Current EEOC requirements under the ADA require that employers post a notice describing the provisions of the ADA, including the notice being made accessible for those individuals with disabilities as well. It must:

- Include the definition of "disability" under the ADA
- Describe the employer's responsibility to provide reasonable accommodation
- Describe the process for filing a complaint with the EEOC or a state/federal agency
- Describe the process of how to request accommodation and what to do if discrimination occurs

Review the EEOC ADA posting requirements [here](#).

Employers should continue to review and update their internal policies and processes and provide timely and appropriate updates/training to management as they apply to their company. Review additional information on HB 5003 [here](#).

COLORADO

Colorado's Division of Workers' Compensation announced the 2026-2027 state average weekly wage (SAWW). As of July 1, Colorado's SAWW increased from \$1,534.94 to \$1,608.91. Additionally, the maximum weekly benefit increased to \$1,448.02. These changes apply to new claims as of July 1, and may affect the weekly benefits an employee receives through the state plan or through a private plan regardless of whether the claim was open and active prior to the effective date of the change.

Review more information [here](#).

HAWAII

Family Leave Law update - SB 3082

On May 19, Hawaii enacted SB 3082, which introduced an important update to the state's family leave law. The new legislation expands eligible leave reasons to include "qualifying military exigencies," which provides additional flexibility and support for employees with family members serving in the armed forces. The updated law went into effect on July 1.

Hawaii provides up to four weeks of job-protected, unpaid family leave upon the birth or adoption of a child or to care for a family member with a serious health condition. Under SB 3082, employees may now take leave for circumstances related to a qualifying military exigency. This refers to situations tied to a family member's active-duty service in the United States armed forces, consistent with the definition outlined in 29 CFR § 825.126.

Eligible family relationships include the employee's:

- Child
- Spouse
- Reciprocal beneficiary
- Sibling

- Grandchild
- Parent

Leave details

- Leave type: Both continuous and intermittent leave are permitted.
- Required documentation: Employees must provide a copy of any official military orders to support the leave request.

Coordination with federal leave

If an employee is also eligible for leave under the federal Family and Medical Leave Act, the Hawaii Family Leave will run concurrently where applicable. This ensures alignment between state and federal leave entitlements while minimizing administrative complexity.

Aflac is currently assessing impacts to administration. Employers should continue to review and update their internal policies and provide timely and appropriate updates and management training as they apply to their company. Review additional details here: [SB 3082](#) and [Measure Status Details for SB 3082](#).

MAINE

The Maine Department of Labor's new state average weekly wage went into effect on July 1. The new amount is \$1,249.12, and it will be used to determine an individual's benefit amount until June 30, 2027.

MARYLAND

Paid Family and Medical Leave Insurance (FAMLI) program update

The Maryland Department of Labor hosted an "Intro to FAMLI" webinar on May 20 to provide an overview of employer responsibilities, contribution timelines and the program's implementation roadmap. Review the recordings [here](#).

As referenced in last month's article, Maryland has finalized initial regulatory chapters and established the framework for employer contributions beginning ahead of the 2027 benefit launch. Additional guidance continues to focus on employer readiness, including payroll processes, quarterly wage and hour reporting requirements, and considerations for equivalent private insurance plans.

Aflac hosted a webinar on June 18 and provided insights into the FAMLI program and key actions employers should take. You can access the replay [here](#) and download the fast facts and FAQ document [here](#).

For ongoing updates and official resources, please visit the [Maryland FAMLI website](#).

NEW JERSEY

As previously mentioned in our March advisory, New Jersey enacted amendments to the NJ Family Leave Act (NJ FLA), Temporary Disability Insurance (NJ TDI) and Family Leave Insurance (NJ FLI), expanding employer coverage and easing employee eligibility requirements effective July 17.

The amendments also introduce provisions linking job restoration rights to NJ TDI and NJ FLI benefits. However, it remains unclear whether job protection applies under NJ TDI/NJ FLI, NJ FLA or both, and interpretations currently vary.

The state has not yet issued any formal guidance and is expected to provide clarification closer to the effective date.

In the interim, employers should continue administering leave under existing NJ FLA job-protection requirements while monitoring for further guidance. It is advised that employers consult their own counsel about how to best prepare for these upcoming changes.

OREGON

The Oregon Employment Department increased the state average weekly wage to \$1,410.13, effective June 28. Any open claims with a benefit year prior to June 28 will continue to receive the same benefit amount. Claims with a benefit year of June 28 or later will receive benefit amounts in accordance with the new state average weekly wage. Review additional information [here](#).

WASHINGTON

Updated state average weekly wage

The Washington Employment Security Department has released updated wage data impacting paid family and medical leave (PFML) benefits. Under Washington PFML, weekly benefits are calculated using a tiered formula in which employees receive 90% of wages up to 50% of the state average weekly wage and 50% of wages above that threshold.

Based on an increase in the state's average weekly wage to \$1,919, the maximum weekly PFML benefit will increase to \$1,727, effective for claims filed on or after Jan. 1, 2027. The minimum weekly PFML benefit will remain at \$100.

For more information, please visit the [Washington State Employment Security Department](#).

Workplace accommodations — Executive Order 26-01

On June 1, the state of Washington announced that under the Washington Law Against Discrimination, chapter 49.60 RCW, employees experiencing menopause and/or perimenopause are to be protected against discrimination in employment and may require reasonable at-work accommodations.

- The order requires review for reasonable accommodation of “sensory, mental or physical impairment that is medically cognizable or diagnosable.”
- The order includes that employees who are experiencing symptoms that impact their ability to perform their work duties may require reasonable accommodation under this law, for which they may seek medical treatment.

Employers should continue to review and update their internal policies and processes and provide timely and appropriate updates/training to management as they apply to their company. Review additional information [here](#).



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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