



ABSENCE ADVISORY

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



JULY 2025

We are pleased to share the July 2025 Absence Advisory, along with information related to state and other paid leave legislation.

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COLORADO

State Average Weekly Wage

Colorado's Division of Workers' Compensation announced their annual 2025-2026 state average weekly wage. As of July 1, 2025, Colorado's state average weekly wage increased from \$1,471.34 to \$1,534.94. Additionally, the maximum weekly benefit increases to \$1,381.45.

Colorado's change in the state average weekly wage may impact 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 July 1, 2025, or newly created on or after that date. For more information, please visit Colorado's Family and Medical Leave Insurance Program [website](#).

Senate Bill 144

Governor Jared Polis approved Senate Bill 144 on May 30, 2025. Currently, the Colorado Family and Medical Leave Insurance (CO FMLI) program premium is 0.9% of employee wages, and the premium will remain in place through to the end of the year. Then, effective January 1, 2026, the new premium will be 0.88% of wages per employee. The premium for each calendar year for January 2027 and each year thereafter will be set on or before September 1 in the preceding year. For example, the premiums for 2027 will be by September 1, 2026.

In addition, effective January 1, 2026, CO FMLI paid leave benefits will provide up to 12 weeks of leave when a parent has a child in the neonatal intensive care unit. This job-protected period is in addition to the initial 12 weeks of FMLI leave.

Aflac will be assessing impacts to administration as rulemaking commences. For more information, please read [2025a_144_signed.pdf](#).

IOWA

House File 248

On May 19, 2025, Governor Kim Reynolds signed into law House File 248, an act relating to the treatment of adoptive parent employees. Effective July 1, 2025, if an employee adopts a child (up to six years of age), employers are required to provide the same treatment for the year of adoption for purposes of employment policies, benefits and protections as those that are provided to employees who are biological parents.

Employers should continue to review and update their internal policies and provide timely and appropriate updates/training to management, as it applies to your company. For more information, please read [HF248_GovLetter.pdf](#).

MAINE

State Average Weekly Wage

The Maine Department of Labor has announced a new state average weekly wage that will take effect on July 1, 2025. The new amount will be \$1,198.84 and will be used to determine an individual’s benefit amount until June 30, 2026. For more information, please read [Maine’s official notice](#).

House Bill 796

Maine [House Bill 796](#) was signed into law on June 10, which directs the Department of Labor to use all Paid Family and Medical Leave (PFML) program funds solely for purposes of the program. Using PFML benefits program funds for any purpose other than the PFML program is now prohibited. The governor of Maine also signed a second bill, [Senate Bill 383](#), into law on June 12 clarifying that employees may take leave intermittently or on a reduced schedule with increments not less than one workday, unless agreed upon by the employee and employer, but never in increments less than one hour.

NEVADA

Civil Air Patrol Leave, Assembly Bill 422

Effective October 1, 2025, Nevada employers will be required to provide unpaid, job-protected leave for employees who are volunteer members of the Nevada Wing of the Civil Air Patrol who are training and responding to emergency missions. Employees who join a Civil Air Patrol unit as a volunteer member should notify their employer.

Leave Reason	Leave Duration
Training for emergency missions	Up to 10 workdays in a year
Response to emergency missions	Up to 30 workdays in a year

Employees who request leave are required to provide:

- Certification that the employee has been authorized by the United States Air Force, the Governor or a political subdivision of Nevada to respond to or train for an emergency mission; and
- Verification from the Civil Air Patrol of the emergency need of the volunteer service of the employee.

Employers may not require employees who request leave for these reasons to exhaust any other leave before Civil Air Patrol Leave.

Employers should continue to review and update their internal policies and provide timely and appropriate updates/training to management, as it applies to your company. For more information, please read:

- [AB422_EN.pdf](#)
- <https://www.leg.state.nv.us/App/NELIS/REL/83rd2025/Bill/12609/Overview>

OREGON

State Average Weekly Wage

The Oregon Employment Department increased the new state average weekly wage to \$1,363.80 as of July 6, 2025. Any open claims with a benefit year prior to July 6 will continue to receive the same benefit amount. Claims with a benefit year of July 6 or later will receive benefit amounts in accordance with the new state average weekly wage. For more information, visit www.oregon.gov.

Senate Bill 858

On May 20, Oregon passed [Senate Bill 858](#), making multiple changes to Oregon's Paid Family and Medical Leave (PFML) program. The definition of unemployment benefits that would disqualify an employee from receiving PFML benefits has been replaced with a broader reference to state or federal unemployment benefits. There is also a new provision allowing an authorized agent to act on behalf of a deceased or incapacitated individual for matters regarding PFML benefits.

Oregon Family Leave Act, Senate Bill 69

The Oregon Family Leave Act (OFLA) provides unpaid leave to eligible employees who work in Oregon for the reasons of sick child leave, bereavement leave, pregnancy disability and military family leave. Senate Bill 69 amends the Oregon Family and Medical Act as follows:

Sick Child Leave:

For purposes of sick child leave, the definition of child is amended to clarify that the leave may be taken for a child that is under 18 years of age; or who is substantially limited by a physical or mental impairment as defined in [ORS 659A.104](#).

Employee Notice:

In addition, OFLA outlines the circumstances where an employee may need leave without advance notice. The amendment has provided an additional provision that includes the occasions when the employee's child or childcare provider closes due to a public health emergency unless the declaration of the public health emergency was issued by the governor at least 30 days before commencement of the leave.

Eligibility:

Lastly, to qualify for OFLA, employees are required to work an average of 25 hours or more during the 180 days immediately preceding the start date of leave. Senate Bill 69 amends the eligibility requirements specific to airline flight crew employees who are based in Oregon and are subject to the FMLA regulations as stated in [29 CFR Part 825 Subpart H -- Special Rules Applicable to Airline Flight Crew Employees](#).

Paid Leave Oregon

Paid Leave Oregon (PLO) provides paid leave to covered employees for family, medical or safe leave.

Family Leave:

The definition of a child dependent for the purposes of family leave according to the bill specifies that leave for a child's care may only be taken for children under the age of 18 or those with substantial physical or mental impairments regardless of age. The bill also includes an extension of provisions for family leave during public health emergencies that cause a closure to the school or childcare provider of a covered employee's child.

Return to Work:

Employers will have the option to apply a uniformly applied practice or policy of requiring employees to submit a certification from their healthcare provider upon returning to work from medical leave confirming that the employee is able to resume work. This does not impact an employer's ability to receive status updates during an employee's medical leave but applies directly to the employee's return to work.

These changes take effect on September 29, 2025.

Aflac is currently assessing impacts to administration, and employers should continue to review and update their internal policies and provide timely and appropriate updates/training to management, as it applies to their company. For additional details, please read [SB0069](#).

Oregon Paid Sick Leave, Senate Bill 1108

Effective January 1, 2026, Senate Bill 1108 amends the employer-mandated paid sick leave law to allow employees who work for covered Oregon employers to use paid sick leave for blood donation when the donation is made with a voluntary program that is approved or accredited by the American Association of Blood Banks or the American Red Cross. This reason is in addition to the existing allowable reasons that sick leave may be used:

- An employee's mental or physical illness, injury or health condition, need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition or need for preventive medical care.
- The care of a family member with a mental or physical illness, injury or health condition, care of a family member who needs medical diagnosis, care or treatment of a mental or physical illness, injury or health condition or care of a family member who needs preventive medical care.
- Absences related to the death of a family member.
- Absences related to domestic violence, harassment, sexual assault, bias or stalking.
- In the event of a public health emergency.
- For evacuation, air quality index and/or heat index orders.

For more information, please visit www.oregon.gov.

Employers should continue to review and update their internal policies and provide timely and appropriate updates/training to management, as it applies to their company. For more information about the amendment, please read [SB1108](#).

WASHINGTON

State Average Weekly Wage

Washington State's employment security department has announced their annual state average weekly wage. As of January 1, 2026, Washington's state average weekly wage will increase from \$1,714 to \$1,830. Additionally, the maximum weekly benefit will increase to \$1,647, and the weekly minimum will remain \$100. Any open claims with a benefit year prior to January 1, 2026, will continue to receive the same benefit amount. Claims with a benefit year of January 1, 2026, or after will receive benefit amounts in accordance with the new state average weekly wage. For more information, please visit Washington's Employment Security Department [website](#).

Senate Bill 5101

On May 20, 2025, Governor Bob Ferguson approved the expansion of the Revised Code of Washington that provides leave and accommodation for employees and their covered family members if they are a victim of domestic violence or sexual assault. Effective January 1, 2026, the law includes leave and accommodation for an employee or when the employee's family member is a victim of a hate crime.

Hate crime means the commission, attempted commission or alleged commission of an offense described in RCW 9A.36.080. "Hate crime" includes, but is not limited to, offenses that are committed through online or internet-based communication.

Aflac is currently assessing impacts to administration, and employers should continue to review and update their internal policies and provide timely and appropriate updates/training to management, as it applies to their company. For more information, please read [5101-S.SL.pdf](#).



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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