



# ABSENCE ADVISORY

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



DECEMBER 2025

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

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# 2026 STATUTORY DISABILITY AND PAID LEAVE EMPLOYEE NOTICES AND WORKPLACE POSTERS

Each state or jurisdiction has different requirements when it comes to employers providing a notice to their employees about their statutory disability or paid leave rights. Certain states also require employers to post a workplace poster. Employers can visit the website specific to their program for more information and should consult with their employment counsel as necessary.

## CALIFORNIA

CA SDI: [https://edd.ca.gov/Disability/Disability\\_Insurance.htm](https://edd.ca.gov/Disability/Disability_Insurance.htm)

CA PFL: <https://edd.ca.gov/en/disability/paid-family-leave/>

<p><b>2026 employee notice</b></p>	<p>Employers must give each employee the following when hired and when notified that the employee may need leave:</p> <ul style="list-style-type: none"> <li>• SDI: DE2515 DI Notice of Rights: <a href="https://edd.ca.gov/siteassets/files/pdf_pub_ctr/de2515.pdf">https://edd.ca.gov/siteassets/files/pdf_pub_ctr/de2515.pdf</a></li> <li>• PFL: DE2511 <a href="#">California Paid Family Leave (DE 2511) Rev. 22 (1-25)</a></li> </ul> <p>For more information, please visit <a href="#">Required Notices and Pamphlets</a>.</p>
<p><b>Is the Aflac private plan notice different than the state's?</b></p>	<p>No</p>
<p><b>2026 workplace poster</b></p>	<p>Employers must post the following notices in a location that is easily seen by their employees:</p> <ul style="list-style-type: none"> <li>• UI, DI and PFL: <a href="#">Notice to Employees (DE 1857A) (PDF)</a></li> <li>• DI and PFL only: <a href="#">Notice to Employees (DE 1858) (PDF)</a></li> </ul> <p>For more information about posting requirements, please visit <a href="#">Required Notices and Pamphlets</a>.</p>
<p><b>Is the Aflac private plan workplace poster different than the state's?</b></p>	<p>No</p>

## COLORADO

<https://famli.colorado.gov/>

2026 employee notice	<p><a href="https://famli.colorado.gov/resources/famli-toolkit">https://famli.colorado.gov/resources/famli-toolkit</a></p> <p>The employee notice must be provided no later than 30 days prior to the effective date of the private plan, once the FAML I Division has approved the private plan. The employee notice should also be given to new employees within 30 days when they are first hired and within five business days upon learning of an employee experiencing an event that could qualify under CO FAML I or FMLA.</p>
Is the Aflac private plan notice different than the state's?	Yes. Your account executive will provide you with the 2026 version once it has been approved by the state.
2026 workplace poster	<p><a href="https://famli.colorado.gov/resources/famli-toolkit">https://famli.colorado.gov/resources/famli-toolkit</a></p> <p>Employers should post the workplace poster in a conspicuous place at their business in English, Spanish and any other language that is spoken by 5% or more of their workforce.</p>
Is the Aflac private plan workplace poster different than the state's?	Yes. Contact your account executive for the 2026 version.

## CONNECTICUT

<https://ctpaidleave.org>

2026 employee notice	<p><a href="#">Notice of Employee Rights Under the Connecticut Family and Medical Leave Act and Connecticut Paid Leave Act</a></p> <p>Employers are required by law to provide the Notice of Employee Rights under CT FMLA and CT Paid Leave upon initial hire and annually thereafter.</p> <p>For more information on employer responsibilities, please visit Connecticut's <a href="#">employers page</a>.</p>
Is the Aflac private plan notice different than the state's?	No
2026 workplace poster	N/A
Is the Aflac private plan workplace poster different than the state's?	N/A

## DELAWARE

<https://labor.delaware.gov/delaware-paid-leave/>

2026 employee notice	<p><a href="#">Notice_of_Employee_Rights.docx</a></p> <p>You can locate a Spanish version by visiting <a href="#">Employer Information and Resources - Delaware Department of Labor</a>.</p> <p>The notice must be provided upon hire, when employee requests leave and when an employer acquires knowledge that the employee's leave may be for a PFML-qualifying reason.</p>
Is the Aflac private plan notice different than the state's?	N/A
2026 workplace poster	<p>Employers can use the <a href="#">Notice of Employee Rights.docx</a>.</p> <p>Employers should post the workplace poster in a conspicuous place at their business in English, Spanish and any other language that is spoken by 5% or more of their workforce.</p>
Is the Aflac private plan workplace poster different than the state's?	Yes. This was provided at time of implementation. If you need the Aflac-specific English or Spanish version, contact your account executive.

## HAWAII

<https://labor.hawaii.gov/dcd/home/about-tdi/>

2026 employee notice	<p><a href="https://labor.hawaii.gov/labor-law-poster/">https://labor.hawaii.gov/labor-law-poster/</a></p>
Is the Aflac private plan notice different than the state's?	No
2026 workplace poster	<p><a href="https://labor.hawaii.gov/labor-law-poster/">https://labor.hawaii.gov/labor-law-poster/</a></p> <p>Employers are required to post a notice stating that they have obtained insurance to provide for the payment of disability benefits.</p>
Is the Aflac private plan workplace poster different than the state's?	No

## MAINE

[www.maine.gov/paidleave/](http://www.maine.gov/paidleave/)

2026 employee notice	<p>The state has not released a notice that meets the requirements under <a href="#">Title 26 Chapter 7 Subchapter 6-C §850-I. Notice</a>.</p> <p>Employers are required to notify employees in writing of their rights under the statute within 30 days of beginning employment.</p>
Is the Aflac private plan notice different than the state's?	To be determined
2026 workplace poster	<p><a href="https://www.maine.gov/labor/docs/2025/posters/pfml/englishposter.pdf">https://www.maine.gov/labor/docs/2025/posters/pfml/englishposter.pdf</a></p> <p>The department will issue the workplace notice in English, Spanish, French, Somali, Portuguese and any other language that is the primary language of at least 2,000 residents of the state. The employer is required to post the workplace notice in English and each language other than English that is the primary language of three or more employees of that workplace, if such notice is available from the department.</p> <p>For posters in additional languages, please visit <a href="#">MDOL: Maine Department of Labor Posters page</a>.</p>
Is the Aflac private plan workplace poster different than the state's?	To be determined

## MASSACHUSETTS

<https://www.mass.gov/topics/paid-family-and-medical-leave-in-massachusetts>

2026 employee notice	<p><a href="#">PFML workplace poster, notices and rate sheets for Massachusetts employers   Mass.gov</a></p> <p>Employers must notify their employees about contributions and rate changes, as applicable. The rate sheet must be provided 30 days before a contribution change is made and upon hire.</p>
Is the Aflac private plan notice different than the state's?	No
2026 workplace poster	<p><a href="#">PFML workplace poster, notices and rate sheets for Massachusetts employers   Mass.gov</a></p> <p>Employers must post the workplace poster at each workplace in a location where it can be easily read. The poster must be available in English and any other primary language that is spoken by five or more individuals in their workforce.</p>
Is the Aflac private plan workplace poster different than the state's?	No

## MINNESOTA

<https://mn.gov/deed/programs-services/paid-family/>

2026 employee notice	<a href="https://pl.mn.gov/tookits/employer-resource-toolkit">https://pl.mn.gov/tookits/employer-resource-toolkit</a>
Is the Aflac private plan notice different than the state's?	Yes. Equivalent plan employee notices differ from the public plan employee notice. The state has published the equivalent plan notices in multiple languages: <a href="https://pl.mn.gov/tookits/employer-resource-toolkit">https://pl.mn.gov/tookits/employer-resource-toolkit</a> .
2026 workplace poster	<a href="https://pl.mn.gov/tookits/employer-resource-toolkit">https://pl.mn.gov/tookits/employer-resource-toolkit</a>
Is the Aflac private plan workplace poster different than the state's?	Yes. Equivalent plan workplace posters differ from the public plan workplace posters. The state has published the workplace posters in multiple languages: <a href="https://pl.mn.gov/tookits/employer-resource-toolkit">https://pl.mn.gov/tookits/employer-resource-toolkit</a> .

## NEW JERSEY

**NJ TDI:** <https://www.myleavebenefits.nj.gov/worker/tdi/>

**NJ FLI:** <https://www.myleavebenefits.nj.gov/worker/fli/>

2026 employee notice	Employers can use the poster as the written notice for NJ TDI and NJ FLI. NJ requires brochures (NJ-TDI (PR-117)/NJ FLI (PR 148)) to be provided at hire and upon request of the employee for leave or information and that the posting requirement was to post PR-1 (TDI) and PR-2 (FLI).  For Spanish and additional versions, please visit <a href="#">Division of Temporary Disability and Family Leave Insurance   Printable Information for Workers</a> .
Is the Aflac private plan notice different than the state's?	N/A
2026 workplace poster	NJ TDI: <a href="#">PR-117 (2-23) Cash Benefits Health Conditions Pregnancy (1).pdf</a>  NJ FLI: <a href="#">PR-2 (9-25).pdf</a>
Is the Aflac private plan workplace poster different than the state's?	Not at this time, but we plan to have one in the future.

## NEW YORK

NY DBL: <https://www.wcb.ny.gov/content/main/DisabilityBenefits/employee-disability-benefits.jsp>

NY PFL: <https://paidfamilyleave.ny.gov/>

<p><b>2026 Notice of Compliance</b></p>	<p>The NY DB-120 and NY PFL-120 are filed and issued by Aflac and provided to the employer.</p>
<p><b>2026 Statement of Rights</b></p>	<p>The NY DB-271S and NY PFL-271S are provided by Aflac for employers to post in the workplace. At this time there is no change to the Statement of Rights.</p> <p>For additional information, please visit:</p> <ul style="list-style-type: none"> <li>• <a href="#">PFL At-A-Glance [PDF]</a></li> <li>• <a href="#">Model Language for Employee Materials</a></li> <li>• <a href="#">Employee Notice of Paid Family Leave Payroll Deduction for 2026 (template)</a></li> </ul>

## OREGON

<https://paidleave.oregon.gov/Pages/default.aspx>

<p><b>2026 employee notice</b></p>	<p>Employers can use the notice poster as the written notice for PLO. Employers should provide a written notice of PFML rights to all their employees in the language typically used to communicate with each employee.</p>
<p><b>Is the Aflac private plan notice different than the state's?</b></p>	<p>N/A</p>
<p><b>2026 workplace poster</b></p>	<p><a href="#">Paid-Leave-ModelNotice-Poster-EN.pdf</a></p> <p>Employers should post the workplace poster in a conspicuous place of a frequented area of every premises of work where it can be easily read.</p> <p>For more information, please visit <a href="https://paidleave.oregon.gov/resources/resources.html">https://paidleave.oregon.gov/resources/resources.html</a>.</p>
<p><b>Is the Aflac private plan workplace poster different than the state's?</b></p>	<p>Yes. This was provided at time of implementation. If you need the Aflac-specific English or Spanish version, contact your account executive.</p>

## RHODE ISLAND

<https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance>

2026 employee notice	N/A
Is the Aflac private plan notice different than the state's?	N/A
2026 workplace poster	<p><a href="https://dlt.ri.gov/employers/required-workplace-posters">https://dlt.ri.gov/employers/required-workplace-posters</a></p> <p>Employers must display the posters in a place where all employees can see them. To comply with this requirement, employers that have employees who work remotely or telecommute may email or text this web page <a href="https://dlt.ri.gov/employers/required-workplace-posters">https://dlt.ri.gov/employers/required-workplace-posters</a> to those off-site employees.</p>
Is the Aflac private plan workplace poster different than the state's?	N/A

## WASHINGTON

<https://paidleave.wa.gov/>

2026 employee notice	<p><a href="#">Paid-Leave-ER-notice-to-EE-2021-03-01.pdf</a></p> <p>The updated 2026 version is pending from the state. It should include updated information regarding the 2026 changes.</p>
Is the Aflac private plan notice different than the state's?	Yes. This was provided at time of implementation. If you need the Aflac-specific version, contact your account executive.
2026 workplace poster	<p><a href="https://paidleave.wa.gov/employer-roles-responsibilities/">https://paidleave.wa.gov/employer-roles-responsibilities/</a></p> <p>The updated 2026 version is pending from the state. It should include updated information regarding the 2026 changes.</p>
Is the Aflac private plan workplace poster different than the state's?	No

**WASHINGTON, D.C.**

<https://dcpaidfamilyleave.dc.gov/>

2026 employee notice	<a href="https://dcpaidfamilyleave.dc.gov/employers/employer-forms/">https://dcpaidfamilyleave.dc.gov/employers/employer-forms/</a>
Is the Aflac private plan notice different than the state's?	N/A
2026 workplace poster	N/A
Is the Aflac private plan workplace poster different than the state's?	N/A



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.

Continental American Insurance Company | Columbia, SC  
Aflac New York | 22 Corporate Woods Boulevard, Suite 2 | Albany, NY 12211

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