



## ABSENCE ADVISORY

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



JUNE 2025

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

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## PAID FAMILY AND MEDICAL LEAVE EMPLOYER REMINDERS

As more states are rolling out their own paid family and medical leave programs, we have a few important reminders for employers. First, bear in mind that no two states are the same. While some programs may share similarities, each state has determined their own specifications regarding important factors such as reporting dates, employee eligibility, leave reasons and leave types, duration, contribution and benefit amounts, the definition of a family member, job protection and many other impactful provisions. Employers have many responsibilities, and additional requirements may be met if the employer is under the public/state program or an approved private plan.

The following list includes but is not limited to:

1. If you are required to participate in the state program, ensure you and your payroll vendor (as applicable) enroll in the state's portal. At times this may be the portal where you are required to submit your quarterly wages and contributions.
2. Provide your employees with the required notices, including those outlining contributions and how they are allocated, as well as employee rights. In addition, be sure to post the workplace poster in a visible location and provide it to your remote employees.

3. Collect and submit contributions and quarterly reports on time. Each state has different rules regarding the time frames in which contributions can be collected from employees.
4. Submit your quarterly wage report (and hours worked for Delaware) on time. Most states require the reports to still be reported even if an employer is approved for a private plan.
5. Follow all employment protection or restoration and anti-retaliation laws.
6. Respond to any inquiries from the state or your private plan carrier or third-party administrator within the required deadlines.
7. Determine how each statutory paid family and medical leave program will coordinate with company leaves and benefits, employer-provided disability plans, state leave, FMLA and other employer-provided benefits.
8. Decide if a public plan or private plan is the best option for administration. There are several things to consider when choosing a public or private plan.

Employers should always consult with their legal counsel for any requirements under the state paid leave programs. The states have provided several resources such as employer guides, model notices, etc.

**Please visit the following sites for more information:**

#### **Delaware**

[Delaware Paid Leave Is Coming - Delaware Department of Labor](#)

#### **Maine**

[MDOL: Paid Family and Medical Leave](#)

#### **Maryland**

[Paid Family and Medical Leave](#)

#### **Minnesota**

[Minnesota Paid Leave / Minnesota Paid Leave](#)

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You can locate a replay of the **State Paid Leave: What Employers Need to Know** webinar by clicking [here](#).

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# INDIANA

## INDIANA SCHOOL ACTIVITIES LEAVE, SENATE BILL 409

Effective July 1, 2025, Indiana will have certain protections for an employee of an Indiana employer that needs one absence from work to attend their child's school conferences that address school attendance or a case conference committee meeting. All Indiana employers are covered including a sole proprietor, corporation, partnership, limited-liability company or other entity with one or more employees, a state agency and a political subdivision.

Employees are eligible if they work in Indiana for a covered employer. Length of service and hours worked requirements do not apply. An employee is required to provide at least five days' advance notice and make a reasonable effort to schedule the conference/meeting as an electronic conference/meeting. In addition, employees must provide documentation from the school that the employee attended the conference/meeting. The time taken is unpaid; however, an employee may use their available vacation or sick pay.

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 visit: [SB0409.06.ENRH.pdf](#)

# MAINE

We would like to remind all employers with at least one employee working in the state of Maine that registering for an account with the Maine Paid Leave Portal is required. In order to file wage reports, submit premiums or access your account, you must have registered within the portal. Employers can register online [here](#). Employers who have yet to file wage reports or remit premiums for the first quarter should do so immediately. Penalties for late filing of Quarter 1 reports have been waived. However, penalties for late filing of Quarter 2 reports will be enforced. For more details, visit [www.maine.gov/paidleave/](http://www.maine.gov/paidleave/).

# MARYLAND

## MARYLAND PARENTAL LEAVE ACT, SENATE BILL 785

On May 6, 2025, Governor Wes Moore signed Senate Bill 785 into law, amending Maryland's Parental Leave Act (MD PLA). Effective Oct. 1, 2025, the definition of "employer" has changed so that it mitigates the overlap of federal and state law by providing exemption to FMLA-covered employers.

Currently, MD PLA applies to employers that have between 15 to 49 employees in the state for each working day during each of 20 or more calendar workweeks in the current or preceding calendar year. FMLA applies to employers that have 50 or more employees for at least 20 workweeks in the prior calendar year. This means that an employer could be covered by both laws currently and an employee could be entitled to leave under both laws. This happens when an employer meets the threshold of employees in the prior calendar

year under FMLA, but in the current calendar year, the employer has between 15 to 49 employees. For example, in 2025, the MD employer could have had 46 employees that worked 20 or more workweeks; however, in 2024, the employer had 54 employees that worked 20 or more workweeks. Since the employer had 54 employees working over 20 workweeks in 2024, FMLA would be applicable to the employer in 2025. This means that both FMLA and MD PLA would apply to eligible employees in 2025. **With the amendment, FMLA-covered employers are now exempt from providing MD PLA to employees.**

To review the details of SB 785, please visit: [Bill Text: MD SB785 | 2025 | Regular Session | Chaptered | LegiScan](#).

## MONTANA

### VOLUNTEER EMERGENCY RESPONDER LEAVE, HOUSE BILL 128

Effective Oct. 1, 2025, Montana has enacted a new law that prohibits public and private employers from terminating a volunteer emergency services provider for being absent or late to work because they are providing emergency services.

A volunteer emergency services provider includes an individual that is not paid full time by the entity that they are performing services for in the local area who is a volunteer emergency medical technician, a volunteer firefighter or an enrolled member of a volunteer fire department.

**Employees must provide written notification to their employer regarding their status as a volunteer emergency services provider.**

- If the employee is currently a volunteer, employees must provide the required written notice within 30 days of Oct. 1, 2025.
- If the employee becomes a volunteer after Oct. 1, 2025, employees are required to provide notice within 30 days of volunteering.
- New hires must provide written notice of their volunteer status within 30 days of hire.

If the employee will miss work or will be late due to performing emergency services, the employee must notify the employer as soon as possible. **Employers may request a written statement from the organization that the employee volunteers with that includes:**

- Confirmation of the employee's participation in the emergency.
- Date and time of the event.
- Duration of the event.
- The time missed for volunteer services is unpaid.

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 click [here](#).

VERMONT PARENTAL AND FAMILY LEAVE ACT, SENATE BILL 785

On May 22, 2025, Vermont’s Governor Phil Scott signed into law an amendment to the unpaid Vermont Parental and Family Leave Act that significantly expands the law effective July 1, 2025.

Changes include the expansion of the definition of a family member. Covered family members are amended as follows:

Spouse/civil union/domestic partner

- A person to whom the employee is legally married under the laws of any state or a civil union or domestic partner of an employee.
- **Domestic partner:** An individual with whom the employee has an enduring domestic relationship of a spousal nature, provided the employee and the domestic partner have shared a residence for at least six consecutive months; are at least 18 years of age; are not married to or considered a domestic partner of another individual; are not related by blood closer than would bar marriage under state law; and have agreed between themselves to be responsible for each other’s welfare.

Child

- Regardless of age, an employee’s biological, adopted or foster child; an employee’s stepchild or legal ward; a child of the employee’s spouse or civil union or domestic partner; or a child to whom the employee stands in loco parentis, regardless of legal documentation; an individual to whom the employee stood in loco parentis when the individual was under 18 years of age; or any individual for whom the employee provides caregiving responsibilities similar to those of a parent-child relationship.

Parent

- A parent of an employee or an employee’s spouse or civil union or domestic partner, regardless of whether the relationship to the employee or the employee’s spouse or civil union or domestic partner is a biological, foster, adoptive or step relationship; a legal guardian of an employee or employee’s spouse or civil union or domestic partner; or a person who stands in loco parentis for the employee or who stood in loco parentis when the employee or employee’s spouse or civil union or domestic partner was under 18 years of age.

In loco parentis

- A relationship in which an individual has day-to-day responsibilities to care for and support a child, regardless of biological or legal ties.

Other qualified family members

- Includes a grandparent, grandchild or sibling of the employee or the employee’s spouse or civil union or domestic partner, regardless of whether the relationship to the employee or the employee’s spouse or civil union or domestic partner is a biological, foster, adoptive or step relationship.

**In addition, the amendment:**

- Extends coverage to airline flight crew members who meet the eligibility requirements under the federal Family and Medical Leave Act.
- Expands the definition of parental leave to include an employee's recovery from child or miscarriage or to care for a foster child.
- Permits eligible employees to:
  - Take up to 12 weeks of unpaid leave annually for safe leave if the employee or their family member is a victim of domestic violence, sexual assault or stalking.
  - Take up to two weeks for bereavement leave, in no more than five consecutive workday increments.
  - Take qualifying exigency leave related to active-duty service by a family member in the United States Armed Forces.

Aflac is currently assessing impacts to leave administration. 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 detailed information, please visit: [Bill Status H.461 \(Act 32\)](#).



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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