CALENDAR

2027

HR Compliance *Calendar*



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Stay Ahead of Every Deadline

Get month-by-month state and federal reporting deadlines and helpful reminders to keep your programs running smoothly in 2027!

Keep this Calendar Close

Beyond just dates, this calendar contains links to valuable resources that support compliance.

Stay Updated

Sometimes dates change. To get live updates of changing requirements be sure to:

- Subscribe to our newsletter
- Join HR Gumbo City on Slack to network with other HR leaders and get exclusive content



Ongoing / Annual Tasks

Keep These on Your Radar

These key HR tasks should stay on your radar all year long. Explore the links below to learn more about each one.

Contact Us →



- Monitor Labor Law poster updates
- E-Verify Status Change Report (biweekly)
- Open enrollment
- Annual pay equity audits
- I-9 employment eligibility verification
- Review and finalize HR goals
- Annual non-discrimination in employment report
- Section 503 and VEVRAA requirements review
- Verify minimum wage and overtime requirements
- Illinois pay data report
- State EEO/AA reporting determination; State AAPs
- Review state pay reporting and pay transparency requirements
- Annual I-9 self-audit
- State AI-in-hiring/employment law tracker
- Colorado EEO-1 Demographic Data Filing (7/1/2027)

State Minimum Wage Tracker



JANUARY 1, 2027	• Nebraska minimum wage increase • Rhode Island minimum wage increase • Michigan minimum wage increase to $15.00 • Other CPI-indexed states (AZ, CO, ME, MN, MT, OH, SD, VT) • California minimum wage (CPI-indexed) • Oregon minimum wage (CPI-indexed, July cycle) • Virginia minimum wage increase • Washington State minimum wage (CPI-indexed) • New York minimum wage — first year of CPI indexing
JULY 7, 2027	Washington, D.C. minimum wage (annual July adjustment)
SEPTEMBER 30, 2027	Florida minimum wage resumes CPI adjustments

Explore the latest poster updates and order your posters at OutSolve's Labor Law Center.

January

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31						

01
- New Year's Day
- BOI reporting due (ongoing, if applicable)
- Conduct compensation benchmarking
- CA sexual harassment training (ongoing obligation)
- Order 2027 Labor Law Posters

18 MLK Day

28 Data Privacy Day

31
- Unemployment tax due (Form 940)
- Furnish W-2s and 1099s to employees/contractors

01
- Massachusetts Pay Reporting
- State poster updates (e.g., DC Paid Leave)
- California pay data reporting portal opens

06 Chinese New Year (Year of the Goat)

08 Ramadan begins (approx.)

09 Mardi Gras

14 Valentine's Day

15 Presidents' Day

28 File IRS Forms 1094-C/1095-C

ALL MONTH

OSHA Form 300A posting period begins

Black History Month

February

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March

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01
- Form M-1 with EBSA (if MEWA with medical benefits)
- Determine if any state EEO/AA reporting is required

02 OSHA Form 300A posting deadline

05 Employee Appreciation Day

08 International Women's Day

09 Eid al-Fitr (approx.)

17 St. Patrick's Day

28 Easter

ALL MONTH
Women's History Month

12 Transform 2027

15 Last call for IRA/HSA contributions

21 Administrative Professionals Day

22
- Earth Day
- Take Our Daughters and Sons to Work Day

25 WorldatWork Total Rewards '27 (TR27)

26 Workhuman Live Nashville 2027

ALL MONTH
National Volunteer Month

April

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30	**31**					

05 Cinco de Mayo

12 California pay data reporting due

17 National PEO Week (approx.)

20 International HR Day

31 Memorial Day

ALL MONTH

Mental Health Awareness Month

Older Americans Month

Asian American & Pacific Islander Heritage Month

Jewish American Heritage Month

01

- Submit RxDC reporting for 2026
- Mid-year HR compliance check
- Mid-year poster audit

19 Juneteenth

27 SHRM27 Annual Conference & Expo (Chicago, IL)

ALL MONTH

Pride Month

Disability Pride Month

National Immigrant Heritage Month

National Safety Month

June

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July

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04 Independence Day

26 ADA Anniversary

29 Provide Summary of Material Modification (SMM) to plan participants

31 Form 5500/8955-SSA + PCORI fees due

August

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01
- VETS-4212 Reporting Portal opens
- HR compliance mid-year check

26 Women's Equality Day

ALL MONTH
National Wellness Month

September

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01 Get ready for open enrollment

03 National 401(k) Day

06
- Labor Day
- National Payroll Week begins

15 National Hispanic Heritage Month begins

18 International Equal Pay Day

20 HR Appreciation Day

26 Delaware pay transparency law preparation

30
- VETS-4212 Reporting Deadline
- Provide Summary Annual Report (SAR) of benefit plan's financial health

October

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01
- Begin planning & budgeting for 2028
- 90-day notice for QSEHRAs and ICHRAs
- Rosh Hashanah begins at sundown (through Oct 3)

10 World Mental Health Day

11
- Columbus Day / Indigenous Peoples' Day
- National Coming Out Day

12 National Gumbo Day

15
- Extended retirement plan filing due (Form 5500)
- Provide Medicare disclosure notice

25 HR Technology Conference 2027

31 Halloween

ALL MONTH

National Disability Employment Awareness Month
Global Diversity Awareness Month
LGBTQ+ History Month

November

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01
- Share federal and company holiday guidelines
- Remind employees to submit FSA receipts
- Distribute open enrollment announcements
- Review employee classifications (FLSA)

11 Veterans Day

13 World Kindness Day

25 Thanksgiving Day

ALL MONTH

Native American Heritage Month

National Family Caregivers Month

01
- Notify employees of benefit/compensation changes
- Conduct EOY compliance activities and nondiscrimination testing
- Distribute 401(k), QDIA, and auto-enrollment notices
- Review EOY payroll processing and compensation compliance

03 International Day of Persons with Disabilities

24 First night of Hanukkah

25 Christmas Day

26 Kwanzaa begins

31 New Year's Eve

December

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