2025 HR Compliance Calendar

Federal + New York State deadlines

Q1 (Jan–Mar)

📄 Federal
- Jan 31: W-2 & 1099-NEC due
- IRS Form 941/940 (prior year)
- OSHA Form 300A posting (Feb 1–Apr 30)
- EEO-1 Survey opens (Mar/Apr)

⚖️ New York
- Jan 1: Minimum wage update
- Pay notice updates (if rates change)
- Unemployment contributions (Q1)

Q2 (Apr–Jun)

📄 Federal
- OSHA 300A posting ends Apr 30
- EEO-1 filing deadline (Apr/May)
- IRS Form 941 (Q1) due in May

⚖️ New York
- Annual pay data reporting (if applicable)
- PFL & Disability benefits rate check

Q3 (Jul–Sep)

📄 Federal
- IRS Form 941 (Q2) due Jul 31
- VETS-4212 due Sept 30 (contractors)

⚖️ New York
- UI tax filing (Q2)
- Annual harassment training (complete by Sept)

Q4 (Oct–Dec)

📄 Federal
- IRS Form 941 (Q3) due Oct 31
- 401(k) Safe Harbor notice (Oct)
- ACA reporting prep (1095-C)

⚖️ New York
- UI tax filing (Q3)
- Pay transparency audit (Nov)
- Year-end policy + training review

Disclaimer: For informational purposes only and not legal advice. Consult legal counsel for compliance decisions.
Want the full compliance checklist + templates? Contact us at info@tylerelevatesolutions.com