



SOLEX^{HR} NEWSLETTER

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WEBINAR CALENDAR

* ALL WEBINARS ARE FREE AND OPEN TO THE PUBLIC*



MAR
18TH

HRC QUARTERLY WEBINAR
TOPIC: MA PFML UPDATES
3/18/2026 12:00PM-1:00PM

REGISTER NOW

**KEEP A LOOK OUT FOR
OUR REMAINING 2026
WEBINAR DATES!**

iSolved Technology Tips & Tricks

Do you know how to quickly pull employee Anniversaries and Birthdays in iSolved?

Employee Analytics

Employee analytics provides great tools for managing employees and key dates and routines. This article discusses some of the filtering and search options available on the Anniversaries screen.

Anniversaries:

Anniversaries allow the user to access a listing of their employee's anniversaries based on their hire date of adjusted service date. The Anniversaries screen can be accessed by navigating to Employee Admin Tools-Employee Analytics – Anniversaries.

Birthdays

Birthdays allow the customer to access a listing of their employees' birthdays. This can be done by using one of the filters.

- All birthdays
- Or birthdays in the next 7 days

Select the appropriate filter and the screen updates accordingly. Once the grid populates, you can use the Drag column header here to group by that column field to filter by different headers and/or click any header to filter by descending or ascending order.

For additional detailed information, please visit iSolved University, or reach out to your Solex HR Consultant.

HR COMPLIANCE CORNER

MASSACHUSETTS 2026 EMPLOYMENT LAW HIGHLIGHTS

Pay Transparency Requirements (Wage Transparency Act)

Massachusetts' new Wage Transparency Act continues to be a major compliance focus into 2026. As of October 29, 2025, employers with 25 or more employees must:

Include a pay range in all job postings.

Provide pay range information upon request to applicants, employees seeking promotions/transfers, and current employees requesting it.

This applies to jobs performed in Massachusetts, including remote roles tied to the state.

Employers with 100+ employees must also submit annual workforce demographic/EEO data reports to the Secretary of the Commonwealth.

Non-compliance can lead to warnings and escalating penalties, and employers are advised to update job descriptions, pay policies, and manager training to support compliance.

➡ What this means in 2026: The law is now fully in effect, and employers should ensure that all recruiting, internal communications, and compensation practices reflect pay transparency requirements.

Paid Family and Medical Leave (PFML) – Benefit Cap Increase

Under Massachusetts' PFML program for 2026:

The maximum weekly benefit amount has increased to approximately \$1,230.39 (up from around \$1,170 in 2025).

Contribution rates remain the same for both large and small employers.

Employers should confirm that payroll systems reflect updated benefit caps and that employee communications accurately describe benefit levels.

Minimum Wage and Other Wage-Related Proposals

Massachusetts' regular minimum wage remains at \$15.00 per hour (effective since 2023), though legislators have introduced proposals to further raise the minimum wage incrementally to \$20.00 by 2029 (and adjust tipped wage rates). These proposals may influence future compliance planning.

Practical Next Steps for Employers to stay compliant in 2026, employers with Massachusetts operations should consider:

- Auditing job postings and recruiting materials for pay range compliance.
- Training HR and hiring managers on pay transparency obligations and anti-retaliation protections.
- Ensuring payroll and HR systems reflect PFML benefit caps and accurate reporting processes.
- Monitoring wage legislation proposals, such as future minimum wage changes, so planning can begin earlier rather than reactively.



HR COMPLIANCE CORNER

FEBRUARY ACA CHECKLIST: STAY COMPLIANT FOR 2026

As we start February 2026, it's a good time for employers to review their Affordable Care Act (ACA) responsibilities. If your business has 50 or more full-time employees (or the equivalent), you are required to offer health coverage that is affordable and meets minimum standards to most full-time employees and their children up to age 26. Failing to do so could result in IRS penalties. Make sure you are tracking employee hours, confirming who counts as full-time, and checking that your coverage meets affordability rules.

February is also the month for ACA reporting. Forms 1095-C must be provided to employees by March 2, and Forms 1094-C and 1095-C must be filed with the IRS by February 28 if filing on paper, or by March 31 if filing electronically. Employers submitting 10 or more forms are generally required to file electronically. Accuracy is key, so double-check employee names, Social Security numbers, and keep records showing coverage offers and affordability calculations in case the IRS asks.

Looking ahead, employers should also note annual updates to ACA rules, including coverage affordability limits, potential penalties, and PCORI fees for self-funded plans, which are typically due by July 31 after the plan year ends. February is the perfect time to review your plan, coordinate with payroll and benefits vendors, and ensure all ACA obligations are on track for 2026.



HARASSMENT PREVENTION & RESPECTFUL WORKPLACE REMINDERS

Maintaining a respectful workplace is a shared responsibility and an ongoing compliance priority for employers in 2026. In Massachusetts, organizations are expected to reinforce harassment prevention efforts through regular policy review, employee communication, and ongoing training to support a safe and inclusive work environment.

Employers should ensure employees understand expected standards of conduct, know how to report concerns, and feel confident that issues will be addressed promptly and without retaliation.

Our team works with employers to support annual compliance requirements, update policies, and provide guidance and training to help reduce risk while fostering a culture of respect.

DO YOU KNOW IF YOU ARE COMPLIANT? Reach out to your HRC consultant today and review your current practices.

