

2018

HR Compliance Timeline



MONDAY, JANUARY 1

- Ohio Minimum Wage is \$8.30 per hour
- Federal Contractors minimum wage is \$10.32 per hour.
- Tipped employees working on or in connection with covered federal contracts minimum wage is \$7.25 per hour.
- FSA limits at \$2,650
- HSA limits for self-only contribution is \$3,450 and Family contribution is \$6,900
- 401K contribution limit \$18,500

WEDNESDAY, JANUARY 31

- Deadline for employers to furnish Form W-2 to employers and Form 1099 to contractors, vendors, etc. for work performed in 2017
- Deadline to file Forms W-2, W-3, 8027, 1099 and 1096 to the appropriate agencies (electronic and paper)
- Deadline to furnish employees with Form 1095-C

TUESDAY, FEBRUARY 28

- Deadline to file forms 1094-C and 1095-C by paper

SATURDAY, MARCH 31

- Deadline to submit EEO-1 survey data selected from a payroll period from Q4 of calendar year 2017

MONDAY, APRIL 2

- Deadline to file forms 1094-C and 1095-C electronically

SUNDAY, JULY 1

- Deadline for establishments with 250 + employees in industries covered by the OSHA recordkeeping regulation (and establishments with 20-249 employees in certain high-risk industries) to submit information from all 2017 forms: 300A, 300, and 301.