Compliance Tracker

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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30/31

No key compliance deadlines for May 2026.

Compliance Reminders

Employers should regularly review their compliance with federal, state and local employment laws. During 2026, this review may include:

- Preparing to file an annual report (Form 5500) for employee benefit plans unless a filing exemption applies. For calendar-year plans, the Form 5500 deadline (without extensions) is July 31, 2026;
- Ensuring that employee performance reviews are being conducted on schedule and in accordance with established procedures;
- Monitoring any changes to state and local leave laws and confirming employee leave policies are consistent with current requirements;
- Scheduling any required workplace training, such as sexual harassment training;
- Reviewing existing diversity, equity and inclusion practices to confirm they do not discriminate on the basis of a federally protected trait (e.g., race, color, sex, religion, age or national origin); and
- Monitoring the status of the U.S. Department of Labor's (DOL) proposed rule that would rescind a final rule from 2024 on worker classification and replace it with an analysis for determining whether a worker is an employee or independent contractor under the Fair Labor Standards Act, similar to the one adopted by the DOL in 2021.

Upcoming Compliance Dates

Submit RxDC Report

June 1, 2026

Group health plans must annually submit detailed information on prescription drug and health care spending to the federal government. This reporting is referred to as the prescription drug data collection (or RxDC report). The next RxDC report is due by June 1, 2026, covering data for 2025.

Most employers rely on third parties, such as issuers, third-party administrators (TPAs) or pharmacy benefit managers (PBMs), to prepare and submit RxDC files for their health plans. Employers should reach out to their issuers, TPAs or PBMs, as applicable, to confirm that they will submit the RxDC files for their health plans by the deadline. In addition, employers will likely need to provide their third-party vendors with plan-specific information, such as enrollment and premium data, to complete their RxDC submissions.

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