

# Compliance Alert!

## 2026 Compliance Check: New Posters, PFML Updates, and Pay Transparency Rules

Massachusetts employers should confirm they are meeting several important compliance requirements in 2026. Recent updates include revised unemployment materials, updated PFML workplace poster and notices, and new pay transparency requirements. Below is a quick checklist to help you confirm compliance.

### Mandatory State Unemployment Insurance Poster

The Massachusetts Department of Unemployment Assistance (DUA) updated its mandatory workplace poster, **Information on Employees' Unemployment Insurance Coverage**. The updated poster became effective April 25, 2025.

Confirm that the current version is displayed in a conspicuous workplace location where employees can easily see it. Employers with remote or hybrid employees should also make the notice available electronically.

#### HR@Work Tip

Before posting, complete the employer information section on the poster, including your organization's DUA employer account number.

To download the poster, go to:

<https://www.mass.gov/doc/information-on-employees-unemployment-insurance-coverage-form-2553a/download>

### Mandatory Unemployment Benefits Pamphlet

The DUA updated its pamphlet, **How to Apply for Unemployment Insurance Benefits**, effective October 30, 2025. Employers must provide a copy of the pamphlet to **all employees who separate from employment**, regardless of the reason for the separation, as soon as practicable but no later than 30 days after the employee's last day of compensable work. To download the most recent version of the pamphlet, go to:

<https://www.mass.gov/doc/how-to-apply-for-unemployment-insurance-benefits-form-0590a-english/download>

### PFML Workplace Poster and Employee Notices

Effective January 1, 2026, the Massachusetts Department of Family and Medical Leave updated the mandatory Paid Family and Medical Leave (PFML) workplace poster and employee notices to reflect the increased maximum weekly PFML benefit.

Employers must display the PFML poster in a conspicuous location accessible to all employees and provide the required PFML employee notice to new hires and covered workers.

The PFML notice must be provided in English and in any other language spoken by five or more employees in the workforce if a translation is available. Employers should also ensure that payroll communications, leave policies, and benefit materials reflect the updated PFML benefit amounts.

PFML posters and notices in English and other languages are available at:

<https://www.mass.gov/info-details/pfml-workplace-poster-notices-and-rate-sheets-for-massachusetts-employers>

### Pay Transparency Responsibilities

Employers with 25 or more employees in MA must now include a *pay range* in any advertisement or job posting intended to recruit applicants for a specific role or job in MA. Covered employers must also share a pay range (the range your organization reasonably and in good faith expects to pay for a position at that time) with:

- An applicant upon request
- An employee for their current role upon request
- An employee offered a promotion or transfer to a new position

#### HR@Work Tip

If you post jobs on a career page on your website, be sure to check the postings and update or remove them as needed.

**YOUR HR RESOURCE PARTNER**

**NOTE:** This *Compliance Alert* is intended for information purposes and should not be considered legal advice.