
PAYROLL & HR FAQ'S



With S&S Payroll
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Q: I own a practice with 8 employees. What regulations will I need to deal with if I add some employees? What are some cutoffs to be aware of?

If your company is in MA, the following rules apply based on the number of employees:

1+ employees:

- Wage and Hour Laws: Employers must comply with minimum wage laws, overtime pay, and record-keeping requirements.
- Anti-Discrimination Laws: Employers must ensure a workplace free from discrimination based on race, color, religion, sex, national origin, disability, and age.
- Workplace Safety: Employers are required to provide a safe working environment and comply with OSHA standards.
- Posting Requirements: Employers must display various labor law posters in the workplace.

1-10 employees:

- MA Sick Law – UNPAID Sick hours of up to 40 hours per year (earned 1 hour for every 30 hours worked.)

11+ employees:

- MA Sick Law- PAID Sick hours of up to 40 hours per year (earned 1 hour for every 30 hours worked.)

50+:

- Offer Health Insurance