



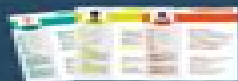
FEDERAL RECORD RETENTION PERIODS



Healthcare providers have enough documentation to keep track of when it comes to patients and their medical records. But retaining employment related documents is equally important. Here are the common employment records that need to be maintained based on federal requirements.

HIRING RECORDS

Including job applications, job advertisements / openings, resumes, failure to hire, employment tests, promotions, training programs, overtime work opportunities



1 year

PAYROLL



Or other records containing name, address, date of birth, occupation, rate of pay, and weekly compensation

3 years

EMPLOYEE MEDICAL RECORDS

Excludes a) health insurance claims records; b) first-aid records made onsite by a non-physician of one-time treatment and later observations that did not involve medical treatment; c) medical records of employees who have worked for less than 1 year if they are provided to the employee at end of employment



Duration of employment plus 30 years

LEAVE RECORDS

Dates/hours of FMLA leave, notices, leave policies, records of any dispute regarding leave



3 years

BASIC EMPLOYMENT AND EARNING RECORDS

Time cards, wage rate tables, work and time schedules, and records of additions to or deductions from wages



2 years

PERSONNEL RECORDS



Including requests for reasonable accommodation, job applications, hiring, promotion, demotion, transfer, lay-off or termination, rates of pay or other terms of compensation, and selection for training or apprenticeship

1 year



EMPLOYEE BENEFIT PLANS

Including pension and insurance plans, seniority and merit systems and merit systems

1 year

PAYMENT RECORDS



Any records relating to payment of wages, wage rates, job evaluations, job descriptions, merit or seniority systems, collective bargaining agreements, description of practices or other matters which describe or explain the basis for payment of any wage differential to employees of the opposite sex in the same establishment

2 years

FORM 1-9



Employment Eligibility Verification

3 years

EMPLOYEE EXPOSURE RECORDS



30 years

OSHA 300 LOG



Privacy case list (if any), annual summary, and OSHA 301 Incident Report forms

5 years

For more information view the blog article:

<https://1sthcc.com/how-to-comply-with-federal-recordkeeping-requirements/>

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Payroll Record Retention Guidelines By State

M Tight



Payroll Record Retention Guidelines By State:

This book delves into Payroll Record Retention Guidelines By State. Payroll Record Retention Guidelines By State is an essential topic that needs to be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Payroll Record Retention Guidelines By State, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:
 - Chapter 1: Introduction to Payroll Record Retention Guidelines By State
 - Chapter 2: Essential Elements of Payroll Record Retention Guidelines By State
 - Chapter 3: Payroll Record Retention Guidelines By State in Everyday Life
 - Chapter 4: Payroll Record Retention Guidelines By State in Specific Contexts
 - Chapter 5: Conclusion
 2. In chapter 1, this book will provide an overview of Payroll Record Retention Guidelines By State. The first chapter will explore what Payroll Record Retention Guidelines By State is, why Payroll Record Retention Guidelines By State is vital, and how to effectively learn about Payroll Record Retention Guidelines By State.
 3. In chapter 2, this book will delve into the foundational concepts of Payroll Record Retention Guidelines By State. The second chapter will elucidate the essential principles that must be understood to grasp Payroll Record Retention Guidelines By State in its entirety.
 4. In chapter 3, this book will examine the practical applications of Payroll Record Retention Guidelines By State in daily life. The third chapter will showcase real-world examples of how Payroll Record Retention Guidelines By State can be effectively utilized in everyday scenarios.
 5. In chapter 4, the author will scrutinize the relevance of Payroll Record Retention Guidelines By State in specific contexts. This chapter will explore how Payroll Record Retention Guidelines By State is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, the author will draw a conclusion about Payroll Record Retention Guidelines By State. The final chapter will summarize the key points that have been discussed throughout the book.
- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Payroll Record Retention Guidelines By State.

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