

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.



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

1 vear



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.

plus 30 years



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

3 years

Duration of

employment

BASIC EMPLOYMENT



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



Including cension and insurance clans, seniority and ment 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



Employment Eligibility Verification

3 years

EMPLOYEE EXPOSURE RECORDS



30 years

OSHA 300 LO



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

5 years

For more information view the blog article: https://lsthcc.com/how-to-comply-with-federal-recordkeeping-requirements/

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Table of Contents Payroll Record Retention Guidelines By State

- 1. Understanding the eBook Payroll Record Retention Guidelines By State
 - The Rise of Digital Reading Payroll Record Retention Guidelines By State
 - o Advantages of eBooks Over Traditional Books
- 2. Identifying Payroll Record Retention Guidelines By State
 - Exploring Different Genres
 - $\circ\,$ Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Payroll Record Retention Guidelines By State
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Payroll Record Retention Guidelines By State

- Personalized Recommendations
- Payroll Record Retention Guidelines By State User Reviews and Ratings
- Payroll Record Retention Guidelines By State and Bestseller Lists
- 5. Accessing Payroll Record Retention Guidelines By State Free and Paid eBooks
 - Payroll Record Retention Guidelines By State Public Domain eBooks
 - Payroll Record Retention Guidelines By State eBook Subscription Services
 - o Payroll Record Retention Guidelines By State Budget-Friendly Options
- 6. Navigating Payroll Record Retention Guidelines By State eBook Formats
 - o ePub, PDF, MOBI, and More
 - Payroll Record Retention Guidelines By State Compatibility with Devices
 - Payroll Record Retention Guidelines By State Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Payroll Record Retention Guidelines By State
 - Highlighting and Note-Taking Payroll Record Retention Guidelines By State
 - Interactive Elements Payroll Record Retention Guidelines By State
- 8. Staying Engaged with Payroll Record Retention Guidelines By State
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Payroll Record Retention Guidelines By State
- 9. Balancing eBooks and Physical Books Payroll Record Retention Guidelines By State
 - Benefits of a Digital Library
 - o Creating a Diverse Reading Collection Payroll Record Retention Guidelines By State
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Payroll Record Retention Guidelines By State
 - Setting Reading Goals Payroll Record Retention Guidelines By State
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Payroll Record Retention Guidelines By State

- Fact-Checking eBook Content of Payroll Record Retention Guidelines By State
- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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