

# 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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**Julia Schneider** 

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helps you quickly and easily find answers to all of your employees payroll questions From both a legal and practical standpoint broad and deep coverage is given to Payroll implications of the wage and hour law How to handle the federal employment taxation of benefits offered to employees Computing and paying payroll taxes How to handle garnishments and other deductions How to determine whether workers are employees or independent contractors What records must be kept What the benefits and disadvantages of direct deposit of employees wages are How to treat sick pay How to handle a merger or acquisition What to ask when employees work abroad In addition to answering the full range of payroll questions the Payroll Answer Book contains abundant examples that illustrate necessary calculations The 2019 Edition of Payroll Answer Book has been updated to include How to complete the 2018 W 2 Form Requirements under the Protecting Americans from Tax Hikes PATH Act provisions that are in effect for 2016 Forms W 2 A new safe harbor for de minimis errors Revised due dates for forms Budget proposals for 2018 affecting unemployment Additional analysis about the method of acquisition of a predecessor's property being material And much more Previous Edition Payroll Answer Book 2018 Edition ISBN 9781454899822 Federal Register ,2012-10 Code of Federal Regulations, Title 26, Internal **Revenue, PT. 30-39, Revised as of April 1, 2012**, 2012-08 Recording & Reporting Occupational Injuries and Illnesses Chief Officer: Principles and Practice includes Navigate Advantage Access David (29 CFR 1904), Purchase, 2019-12-06 The National Fire Protection Association NFPA and the International Association of Fire Chiefs IAFC are pleased to present you with the third edition of Chief Officer Principles and Practice The Third Edition addresses both Fire Officer III and Fire Officer IV levels of the 2020 Edition of NFPA 1021 Standard for Fire Officer Professional Qualifications and is designed to help future chief officers as they transition from company officer and become problem solving leaders for their organization Good leadership is an essential element in the successful operational management of any organization Today s chief officers must prepare themselves and the staff they lead to navigate powerful trends including political ethical legal and sociological that are likely to shape the fire service impacting department structures and roles in the community and altering the demands placed not only on fire service leaders but also on the personnel they lead The Third Edition features exceptional content to prepare today s fire service leaders to develop the leadership skills necessary to excel in their position and motivate their department members to become an efficient effective and safe response force New to the Third Edition A section on media relations programs that addresses communication methods policy development and crisis managementA discussion of department risk management including the importance of creating a risk management plan taking an inventory of potential risks faced by department employees and implementing control measures to correct deficiencies A section on preparing to deal with an active shooter or hostile event situation A discussion of the ways generational differences may influence a department member s workplace expectations and preferences Expanded coverage of diversity policies and practices and consideration of LGBTQ rights to reflect the current workforceInformation on long range planning including how to create a capital improvement plan and meet training needs The Third Edition features A clear division of Fire Officer III and IV contentAfter Action Review sections that include detailed chapter summaries key terms and Chief Officer in Action case scenarios designed to reinforce chapter contentNew Deputy Chief and Fire Chief Activities that encourage students to take what they have learned about the Job Performance Requirements covered in the chapters and apply it to their own departmentsNew case study continued from Fire Officer Principles and Practice Fourth Edition that addresses the progression of responsibility from Fire Officer I to Fire Officer IV The Daily Management of Kimberlin V. United States Customs Service ,1984 **Records and Information** David O. Stephens, 1991 **Payroll** Answer Book, 2015 Edition Deborah Ellis Timberlake, 2015-06-18 Payroll Answer Book gives payroll professionals guidance on what steps they need to take to comply with the laws and regulations governing payroll The Q A format helps you quickly and easily find answers to all of your employees payroll questions From both a legal and practical standpoint broad and deep coverage is given to Payroll implications of the wage and hour law How to handle the federal employment taxation of benefits offered to employees Computing and paying payroll taxes How to handle garnishments and other deductions How to determine whether workers are employees or independent contractors What records must be kept What the benefits and disadvantages of direct deposit of employees wages are How to treat sick pay How to handle a merger or acquisition What to ask when employees work abroad In addition to answering the full range of payroll questions the Payroll Answer Book contains abundant examples that illustrate necessary calculations The 2015 Edition of Payroll Answer Book has been updated to include How to complete the 2015 W 2 An option for underbanked employees to receive their pay Explanation of a recent case that illustrates the way successor in interest liability attaches for federal employment taxes when a successor has acquired the assets of a predecessor Why states are no longer consolidating income and unemployment reports Explanation of recent changes to regulations that modified the definition of the acquiring corporation in transactions that include mergers and consolidations The impact of the Dodd Frank Wall Street Reform and Consumer Protection Act of 2010 on Payroll The trend of employers to move to same day ACH transactions And more Privacy Act Issuances ...

<u>Compilation</u> United States. Office of the Federal Register,1985 Contains systems of records maintained on individuals by Federal agencies which were published in the Federal Register and rules of each agency concerning the procedures the agency will use in helping individuals who request information about their records **Privacy Act Issuances** United States. Office of the Federal Register,1987 *Privacy act issuances, 1984 compilation* United States. Office of the Federal register,

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