

# 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 or 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



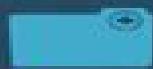
3 years

## LEAVE RECORDS

Hours/minutes of FMLA leave, notices, leave policies, records of any dispute regarding leave

## 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

For more information view the blog article:

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

Comprehensive Healthcare Compliance Management Solutions

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## 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



1 year

## EMPLOYEE BENEFIT PLANS

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



2 years

## 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



FORM 1-9  
Employment Eligibility Verification

3 years



30 years

## EMPLOYEE EXPOSURE RECORDS



5 years

## OSHA 300 LOG

Privacy case list (if any), annual summary, and OSHA 300 incident Report forms

# Payroll Record Retention Guidelines By State

**KJ Lindholm-Leary**

## **Payroll Record Retention Guidelines By State:**

*The Code of Federal Regulations of the United States of America*, 1968 The Code of Federal Regulations is the codification of the general and permanent rules published in the Federal Register by the executive departments and agencies of the Federal Government

**Guide to Record Retention Requirements**, 1975 *The Daily Management of Records and Information* David O. Stephens, 1991 Kimberlin V. United States Customs Service, 1984

**"Code of Massachusetts regulations, 2008"**, 2008 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020

*State of Oklahoma Session Laws* Oklahoma, 1917 Includes extraordinary and special sessions

**United States Code Annotated** United States, 2005 *"Code of Massachusetts regulations, 1991"*, 1991 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020

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*California. Supreme Court. Records and Briefs* California (State), Court of Appeal Case s C005645 *"Code of Massachusetts regulations, 1996"*, 1996 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020

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## Unveiling the Magic of Words: A Report on "**Payroll Record Retention Guidelines By State**"

In a world defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their power to kindle emotions, provoke contemplation, and ignite transformative change is really awe-inspiring. Enter the realm of "**Payroll Record Retention Guidelines By State**," a mesmerizing literary masterpiece penned by way of a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve into the book's central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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