



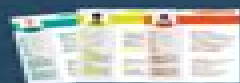
FEDERAL RECORD RETENTION PERIODS



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

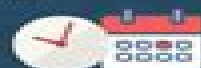
Excludes a) health insurance claims records; b) first-aid records made onsite by a non-physician of one-time treatment and later observations that did not involve medical treatment; c) medical records of employees who have worked for less than 1 year if they are provided to the employee at end of employment



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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Federal Records Retention Guide

Sheldon E. Friedman



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CFR Index and Finding Aids, 2010-05-27 The Code of Federal Regulations is a codification of the general and permanent rules published in the Federal Register by the Executive departments and agencies of the United States Federal Government **Disposition of Federal Records** Richard A. Wire, 1992 *A Government Librarian's Guide to Information Governance and Data Privacy* Phyllis L. Elin, Max Rapaport, 2022-05-31 This book provides a concise and usable overview of the practical implications of important public sector United States federal state and municipal laws and standards related to information governance as they pertain to librarians research staff universities corporate regulatory managers and public sector information governance professionals It is the first in a series of two volumes addressing public sector information governance compliance matters from the perspective of our target audience Topics addressed in the book include the evolving role of librarians and the need for librarians and legal researchers to understand the principles of information governance the importance of broad based regulatory IG principles such as the Federal Records Act the Paperwork Reduction Act of 1980 and 36 CFR Chapter XII Subchapter B Records Management that have been promulgated by various federal government agencies in framing public sector IG principles a survey of interpretive surveys from the Office of Management and Budget OMB that further elucidate the core IG principles applicable to public sector stakeholders case studies detailing the application of important IG principles by federal agencies and bodies and a survey of important IG issues facing state and local governments **The Complete Idiot's Guide to Online Genealogy** Rhonda R. McClure, 2002-01-01 A complete guide to researching genealogical questions online explains how to find records by using the Internet how to create a home page for oneself software and hardware needs available genealogical Web sites and more The book covers the basics of both gathering family data and online searches **The Record** United States. National Archives and Records Administration, 1994 **The Litigator's Guide to Electronic Evidence and Technology** Sheldon E. Friedman, 2005 *Computer Law* Richard Raysman, Peter Brown, 2024-09-28 Computer Law covers topics as hardware acquisition financing maintenance software licensing development maintenance antitrust law copyright patent trade secret protection of software and more Hearing on Libraries United States. Congress. House. Committee on Education and Labor. Subcommittee on Postsecondary Education, 1986 **Records Management in the U.S. Geological Survey**,

Department of the Interior United States. National Archives and Records Administration,1998 *Election Management Guidelines* ,2006 Computer Security Report Card United States. Congress. House. Committee on Government Reform. Subcommittee on Government Management, Information, and Technology,2001 **Information Resources Management Newsletter** ,1990 Modern Data Strategy Mike Fleckenstein,Lorraine Fellows,2018-02-12 This book contains practical steps business users can take to implement data management in a number of ways including data governance data architecture master data management business intelligence and others It defines data strategy and covers chapters that illustrate how to align a data strategy with the business strategy a discussion on valuing data as an asset the evolution of data management and who should oversee a data strategy This provides the user with a good understanding of what a data strategy is and its limits Critical to a data strategy is the incorporation of one or more data management domains Chapters on key data management domains data governance data architecture master data management and analytics offer the user a practical approach to data management execution within a data strategy The intent is to enable the user to identify how execution on one or more data management domains can help solve business issues This book is intended for business users who work with data who need to manage one or more aspects of the organization s data and who want to foster an integrated approach for how enterprise data is managed This book is also an excellent reference for students studying computer science and business management or simply for someone who has been tasked with starting or improving existing data management

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