



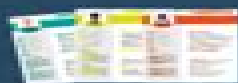
FEDERAL RECORD RETENTION PERIODS



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

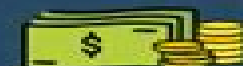


EMPLOYEE BENEFIT PLANS

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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L Reisser

A decorative graphic consisting of a light blue horizontal bar with a rounded right end, and a red circular shape partially visible behind it.

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Obligations Recordkeeping Summary General Citations Glossary of Terms Sample Recordkeeping And Reporting Forms Selected Illnesses Which May Result From Exposure In The Work Environment Participating State Agencies United States Department Of Labor Occupational Safety And Health Administration Regional Offices Flow Charts Summary of Changes Index Payroll Answer Book Deborah Ellis Timberlake, 2019-05-16 Payroll Answer Book 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 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 *Chief Officer: Principles and Practice* David Purchase, 2015-12-18 Chief officers need to know how to make the transition from company officer to chief officer Chief Officer Principles and Practice is designed to help make the transition from company officer to chief officer a smooth evolution Covering the entire scope of Levels III and IV from the 2014 Edition of NFPA 1021 Standard for Fire Officer Professional Qualifications Chief Officer Principles and Practice is your complete Fire Officer III IV training solution Federal Register , 1978-09 Code of Federal Regulations, Title 26, Internal Revenue, PT. 30-39, Revised as of April 1, 2012 , 2012-08 **Records and Information Management** William Saffady, 2021-04-01 Records and Information Management Fundamentals of Professional Practice Fourth Edition presents principles and practices for systematic management of recorded information It is an authoritative resource for newly appointed records managers and information governance specialists as well as for experienced records management and information governance professionals who want a review of specific topics It is also a textbook for undergraduate and graduate students of records management or allied disciplines such as library science archives management information systems and office administration that are concerned with the storage organization retrieval retention or protection of recorded information The fourth edition has been thoroughly updated and expanded to Set the professional discipline of RIM in the context of information governance risk mitigation and compliance and indicate how it contributes to those initiatives in

government agencies businesses and not for profit organizations Provide a global perspective with international examples and a discussion of the differences in records management issues in different parts of the world Its seven chapters are practical rather than theoretical and reflect the scope and responsibilities of RIM programs in all types of organizations Emphasize best practices and relevant standards The book is organized into seven chapters that reflect the scope and responsibilities of records and information management programs in companies government agencies universities cultural and philanthropic institutions professional services firms and other organizations Topics covered include the conceptual foundations of systematic records management the role of records management as a business discipline fundamentals of record retention management of active and inactive paper records document imaging technologies and methods concepts and technologies for organization and retrieval of digital documents and protection of mission critical records In every chapter the treatment is practical rather than theoretical Drawing on the author s extensive experience supplemented by insights from records management publications the book emphasizes key concepts and proven methods that readers can use to manage electronic and physical records

Managing the Long-Term Care Facility Rebecca M. Perley, 2025-01-28 Practical and compassionate approaches to providing quality care and safeguarding quality of life The second edition of *Managing the Long Term Care Facility* Practical Approaches to Providing Quality Care updates the first edition s discussion of the operational requirements necessary to manage a skilled nursing facility This book presents sensitive and empathic regulatory compliant methods for the delivery of care that fosters an empowering environment for all stakeholders Additional new information includes aging in place trauma informed care ethical dilemmas and collaborative decision making workforce culture and surveys enforcement actions and appeals The pedagogical tools include chapter summaries with quiz questions and case studies Instructors also have access to PowerPoint slides and test banks This book is an excellent resource for students and individuals interested in working in long term care and other health care industries The updated best practices for clinical and non clinical roles within the facility and material on resident advocacy and other important topics provide valuable information for the reader Working professionals can benefit from the emphasis placed on practical approaches to facilitate person centered and whole person care and a facility s sustainability

Chief Officer: Principles and Practice includes Navigate Advantage Access David 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 deficienciesA section on preparing to deal with an active shooter or hostile event situationA discussion of the ways generational differences may influence a department member s workplace expectations and preferencesExpanded 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 needsThe 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 Records and Information David O. Stephens,1991 *Kimberlin V. United States Customs Service* ,1984 The Office ,1977 *Privacy Act Issuances ... Compilation* 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

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