HEALTHCARE EMPLOYEE ONBOARDING CHECKLIST

Employer: Illustrative Company
Individual: Jordan Example
Position: Registered Nurse — Pediatrics — Pediatric Unit
Manager: Morgan Example
Start Date: June 15, 2026
Work State: NY
Work Location: Office
Classification: Full Time (Non Exempt)
Onboarding Type: Healthcare Employee
Employee ID: NY-RN-2044
HR Contact: Example Coordinator — hr@example.com

> *Use the boxes to track work that still needs to be done. The underlying engagement terms and separate forms govern.*

Phase 1 — Pre-Onboarding (Before Day 1)

Complete before the employee's first day of work.

1.1 Offer and Contract

- [ ] Final job description reviewed and on file
- [ ] Offer letter signed and countersigned copy delivered to employee
- [ ] Start date confirmed in writing: **June 15, 2026**
- [ ] FLSA exemption status determined: **Non Exempt**
- [ ] Offer letter reviewed for implied-contract language (no unqualified promises of duration, "permanent" employment, or termination-for-cause)

1.2 Federal Forms

- [ ] **Form I-9.** After offer acceptance, the employee completes Section 1 no later than the first day of work for pay. For a job lasting at least three business days, complete Section 2 within three business days after the first day of employment. Let the employee choose acceptable documents. Use physical examination or an authorized alternative procedure when eligible.
- [ ] **Form W-4** — Employee's Withholding Certificate collected before first payroll (26 U.S.C. §3402)
- [ ] State withholding certificate collected where applicable (e.g., CA DE 4, NY IT-2104, IL W-4)

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- [ ] Confirm the wage-payment methods allowed where the employee works. If direct deposit is used, document the applicable authorization and the employee's account selection. Do not require an account at a particular institution.
- [ ] Determine the destination and deadline for state new-hire reporting. The federal ordinary filing period is 20 days after hire. For qualifying electronic or magnetic batches, transmit twice monthly, 12 to 16 days apart. Check the state deadline and the requirements for designating a single reporting state for multistate employment.
- [ ] **USERRA rights notice** delivered (38 U.S.C. §4334) — required for all employers regardless of size
- [ ] Keep personnel and any lawfully collected confidential information in the appropriate files. DOL discontinued its Section 503 disability self-identification form effective September 21, 2026.

1.4 Background Check (FCRA)

- [ ] **FCRA-compliant standalone written disclosure** delivered (15 U.S.C. §1681b(b)(2)(A)(i)) — must be a single, clear document with no liability waivers or extraneous content
- [ ] **Written authorization** signed by candidate
- [ ] Consumer reporting agency engaged; report received and reviewed
- [ ] If adverse information: **pre-adverse action notice** delivered (copy of report + Summary of Rights) with reasonable waiting period (typically 5 business days) before final decision
- [ ] If hiring decision adverse: **adverse action notice** delivered (15 U.S.C. §1681m)
- [ ] NYC Fair Chance Act compliance — no pre-offer criminal-history inquiry (NYC Admin. Code §8-107(11-a)); Article 23-A analysis documented

1.6 Company Documents

- [ ] **Confidentiality / NDA** executed
- [ ] **Employee handbook** delivered; signed acknowledgment of receipt on file
- [ ] **Code of conduct / ethics** acknowledgment signed
- [ ] **Emergency contact form** collected
- [ ] **Electronic-monitoring / acceptable-use notice** acknowledged (NY Civil Rights Law §52-c — written notice required at hire)
- [ ] Drug test scheduled / completed per company policy (state-law compliance: NY Labor Law §201-d cannabis off-duty protections)

1.7 Workspace and Systems Provisioning

- [ ] Email account provisioned; credentials delivered via secure channel
- [ ] Laptop / workstation configured and ready

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- [ ] Phone / mobile device provisioned (if applicable)
- [ ] Multi-factor authentication (MFA) enrollment prepared
- [ ] VPN access configured
- [ ] Role-specific software licenses assigned (HRIS, Slack/Teams, CRM, etc.)
- [ ] Badge / keycard / building access requested
- [ ] Workspace (desk, chair, monitors) prepared
- [ ] Onboarding buddy / mentor assigned: _____
- [ ] Welcome email sent; team notified of new hire arrival

Phase 2 — First Day

2.1 Welcome and Orientation

- [ ] Welcome meeting with manager **Morgan Example**
- [ ] Facility tour (or virtual equivalent)
- [ ] Introductions to team and key stakeholders
- [ ] Review of first-week schedule

2.2 Paperwork Completion

- [ ] Check the Form I-9 deadline recorded in Phase 1 for this engagement.
- [ ] All outstanding new-hire paperwork collected and filed
- [ ] Signed acknowledgments scanned to personnel file

2.3 IT and Access Activation

- [ ] Email login confirmed and working
- [ ] Laptop / workstation login confirmed
- [ ] MFA enrolled
- [ ] VPN tested
- [ ] Intranet / SharePoint access verified
- [ ] HRIS self-service access activated
- [ ] Communication platforms (Slack / Teams) joined
- [ ] IT acceptable-use policy signed

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2.4 Health and Safety

- [ ] OSHA rights information delivered (29 U.S.C. §651 et seq.); OSHA "Job Safety and Health: It's the Law" poster location shown
- [ ] Emergency procedures and evacuation plan reviewed
- [ ] First aid and reporting procedures explained
- [ ] Workplace violence prevention policy reviewed (NY Labor Law §27-b; Retail Worker Safety Act)
- [ ] **Hazardous work orientation completed** — OSHA general-duty clause (29 U.S.C. §654(a)) plus applicable standard-specific training (e.g., 29 C.F.R. §1910.1030 bloodborne pathogens; §1910.119 PSM; §1910.147 LOTO; §1910.132 PPE; §1910.1200 HazCom/GHS). PPE issued and fit-tested where required.

2.5 HIPAA Training (Required Before PHI Access)

⚠ **Employee will access PHI — HIPAA Privacy and Security training must be completed BEFORE access is granted.**

- [ ] HIPAA Privacy Rule training completed (45 C.F.R. §164.530(b))
- [ ] HIPAA Security Rule training completed (45 C.F.R. Part 164, Subpart C)
- [ ] Minimum necessary standard explained
- [ ] Breach notification procedures explained (45 C.F.R. §§164.400–414)
- [ ] Training completion logged in personnel / compliance record
- [ ] Workforce clearance / sanctions policy acknowledgment (45 C.F.R. §164.308(a)(3))
- [ ] Background check for vulnerable-populations work completed (state-specific registry check where required)
- [ ] State license verification completed (primary-source verification where applicable)
- [ ] OIG / SAM exclusion list check completed (42 U.S.C. §1320a-7)
- [ ] Immunization / vaccination records collected per facility policy

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Phase 3 — First Week

- [ ] Manager 1:1 scheduled recurring cadence (weekly minimum)
- [ ] Company culture, mission, and values presentation
- [ ] Role responsibilities and performance expectations reviewed
- [ ] KPIs / success metrics communicated in writing
- [ ] Introduction to internal tools (HRIS, project management, CRM)
- [ ] Cross-functional meet-and-greets scheduled

- [ ] First assigned tasks / projects delivered
- [ ] Data-privacy and information-security training enrolled
- [ ] Anti-discrimination / EEO training enrolled (Title VII, 42 U.S.C. §2000e)
- [ ] If the employer is covered by the FMLA, display the general notice where employees and applicants can see it, including workplaces with no eligible employees. Determine individual leave eligibility separately.
- [ ] **ACA §18B Exchange Notice (Marketplace Notice)** delivered within 14 days of hire (FLSA §18B; DOL Technical Release 2013-02) — required of all FLSA-covered employers regardless of whether coverage offered

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Phase 4 — First Month (Day 30)

- [ ] Role-specific training modules completed
- [ ] Department and cross-functional meetings attended
- [ ] Informal performance feedback session with manager
- [ ] Weekly / bi-weekly check-in cadence confirmed
- [ ] All mandatory compliance training modules completed
- [ ] Any remaining policy acknowledgments signed

4.1 Benefits Enrollment Confirmation

- [ ] Health insurance election submitted (most plans require election within 30 days of hire)
- [ ] Dental and vision elections submitted
- [ ] Life and AD&D elections submitted
- [ ] 403b enrollment and deferral election submitted
- [ ] FSA / HSA elections submitted (if applicable)
- [ ] **Section 125 cafeteria plan election form** executed (26 U.S.C. §125; pre-tax elections irrevocable absent qualifying life event)
- [ ] STD / LTD enrollment submitted
- [ ] EAP information delivered
- [ ] PTO / vacation accrual policy explained
- [ ] **ERISA Summary Plan Description (SPD)** delivered or scheduled for delivery within 90 days of plan coverage commencement (29 U.S.C. §1022)
- [ ] **COBRA initial notice** delivered within 90 days of plan commencement (29 U.S.C. §1166; 29 C.F.R. §2590.606-1)

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- [ ] **CHIP notice** delivered (29 U.S.C. §1181 note)
- [ ] **WHCRA notice** delivered (29 U.S.C. §1185b)
- [ ] **Newborns' and Mothers' Health Protection Act notice** delivered (29 U.S.C. §1185)
- [ ] **HIPAA Special Enrollment Rights notice** delivered (29 C.F.R. §2590.701-6)
- [ ] **Medicare Part D creditable coverage notice** delivered if prescription-drug coverage offered (42 C.F.R. §423.56)

4.2 30-Day Feedback

- [ ] 30-day new-hire feedback survey sent
- [ ] Survey responses reviewed with HR

Phase 5 — 60 Days

- [ ] Mid-point performance feedback session
- [ ] Development needs identified and training plan adjusted
- [ ] Benefits enrollment confirmed active; deductions on pay stub verified
- [ ] Continuing compliance training on track
- [ ] 60-day feedback survey sent

Phase 6 — 90 Days (Target Completion: September 13, 2026)

- [ ] **Formal performance review** conducted
- [ ] Career goals and individual development plan (IDP) documented
- [ ] Milestones and accomplishments celebrated
- [ ] Onboarding experience feedback collected (structured survey or interview)
- [ ] Introductory-period outcome confirmed (continue / extend / separate)
- [ ] Benefits active and properly enrolled — final confirmation
- [ ] HRIS employee record updated to reflect completion of onboarding
- [ ] Transition from onboarding mentor to standard management cadence

> ***At-will reminder.*** *Use of the terms "introductory period" or "probationary period" in this checklist is descriptive of the onboarding timeline only and does not create an implied contract of continued employment, modify at-will status, or guarantee employment for a specified term.*

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State-Specific Compliance Overlay — NY

New York

- [ ] **Pay Rate Notice (LS 54 or equivalent)** — written notice at hire and before any pay change (NY Labor Law §195(1))
- [ ] **Sexual harassment prevention policy** delivered at hire; **annual training** thereafter (NY Labor Law §201-g; Stop Sexual Harassment Act)
- [ ] **Paid Family Leave notice** delivered; PFL waiver for part-time employees (< 20 hrs/week) offered if applicable (Workers' Comp. Law §204)
- [ ] **Salary range** included in any applicable job posting (NY Labor Law §194-b; NYC Admin. Code §8-107(32))
- [ ] **SHIELD Act cybersecurity training** if employee will access private information (Gen. Bus. Law §899-bb)
- [ ] **Electronic monitoring written notice** delivered and signed (NY Civil Rights Law §52-c)
- [ ] **NY Paid Prenatal Leave** policy communicated (Labor Law §196-b, effective 2025)
- [ ] **Retail Worker Safety Act** training if retail employer (Labor Law §27-e, effective 2025)
- [ ] Workers' compensation notice delivered
- [ ] New hire reporting to Tax & Finance within 20 days (Soc. Serv. Law §189-b)

Top Compliance Musts — Non-Negotiable

1. **Form I-9.** Check the first-day and document-examination deadlines for this employee in Phase 1.
2. **Form W-4 (employees) or W-9 (contractors)** before first payroll / payment.
3. **FCRA process** — standalone disclosure, authorization, pre-adverse and adverse notices if applicable.
4. **New-hire reporting.** Use the deadline and reporting state identified for this hire.
5. **ACA §18B Exchange Notice** within 14 days of hire.
6. **ERISA notices** — SPD, COBRA, CHIP, WHCRA within statutory windows.
7. **State-mandated harassment training enrollment** with deadline tracking.
8. **At-will language discipline** — avoid unqualified "probationary period" promises.
9. **Non-compete suppression** for CA and sub-threshold IL employees (auto-applied above).
10. **OSHA safety orientation** for all; enhanced for hazardous work.
11. **State paid-leave program notices** where applicable.
12. **Electronic-monitoring notice** where state-required (NY, CT, DE).

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3. **Record retention** — EEOC 1 year post-termination; ADEA 3 years; FLSA 3 years payroll; I-9 later of 3 years after hire or 1 year after termination (8 C.F.R. §274a.2(b)(2)(i)); state-specific longer periods where applicable.

Onboarding record

Planning checklist. Track tasks here and record actual delivery, decisions and dates as they happen.

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