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U. S. Department of Labor
Wage and Hour Division
Washington

STATEMENT ON KEEPING OF SOCIAL SECURITY ACCOUNT NUMBERS OF EMPLOYEES

Administrator Elmer F. Andrews, of the Wage and Hour Division, U. S. Department of Labor, today made the following statement:

"In drafting regulations relating to records to be maintained by employers covered by the Fair Labor Standards Act, and in explanatory material accompanying the regulations, only those items of information essential for the proper administration of this Act were enumerated. The attention of employers is called to the fact that certain additional items of information regarding workers are required to be kept under the provisions of other laws and regulations of the Federal and State governments. It should be understood clearly that nothing in the regulations on records issued under the Fair Labor Standards Act affects the record-keeping requirements under other Federal or State laws and regulations.

Particular attention is called to the fact that regulations of the U. S. Treasury Department and State unemployment compensation agencies require employers subject to old-age insurance and unemployment compensation legislation to maintain in their records the Social Security account numbers of their workers. The records regulations issued by the Wage and Hour Division do not relieve employers of the obligation to keep the Social Security Account Numbers of their employees as a part of their records.

"It should be repeated that the Wage and Hour Division does not require the keeping of records in any particular form, but the information required to be kept must be easily available to representatives of the Division."