

The Staffing Source



From Tonya Wemhoff, CSP—President of StaffCo Employment Services

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OSHA Launches Whistleblower Web Address

OSHA recently launched a dedicated webpage - <http://www.whistleblowers.gov/> - providing whistleblower information and the opportunity for workers to submit complaints through this site.

Government Publishes New Rules on Form I-9

U.S. Immigration and Customs Enforcement published a final rule last week that permits employers to complete, sign, scan, and store the Form I-9 electronically.

<http://edocket.access.gpo.gov/2010/2010-17806.htm> This ruling became effective on August 23, 2010.

The American Staffing Association stated they have also updated new restrictions put into effect regarding the form I-9 :

- The latest that an I-9 can be completed is on the three business days from the time that the employee earns payment for a job rather than calendar days.
- Employers also must retain audit trails when the I-9 form is created, completed, updated, modified, altered, or corrected, but not each time a Form I-9 is viewed electronically.
- Moreover, employers may provide or transmit a confirmation of an I-9 transaction but are not required to do so unless the employee requests a copy.

[http://www.uscis.gov/USCIS/New%20Structure/3rd%20Level%20\(Left%20Nav%20Children\)/Resources-3rd%20level/How%20Do%20I%20Guides/E3en.pdf](http://www.uscis.gov/USCIS/New%20Structure/3rd%20Level%20(Left%20Nav%20Children)/Resources-3rd%20level/How%20Do%20I%20Guides/E3en.pdf)

There has also been an extension for the expiration date of the I-9 to August 31, 2012. “Employers may use the Form I-9 with the revision date of either Aug. 7, 2009 or Feb. 2, 2009. The revision dates are located on the bottom right-hand portion of the form.”

ADA Accessibility Lawsuits

Confusion comes into play as many employers think that since they owned or leased their building since before January 26, 1993 they are grandfathered in and that they do not have to deal with the restrictions. But according to a Jackson Lewis Law Offices article, the ADA rule applies to “existing” public businesses and it requires that employers remove structural barriers “where such removal is readily achievable”. The article lays out how to stop accessibility lawsuits and how they occur: <http://www.jacksonlewis.com/legalupdates/article.cfm?aid=2100>

Employee Engagement

It can be difficult to keep employees on task, and I ran across an interesting article in the Entrepreneur Magazine that made me re-evaluate myself and my employees: “9 Ways to Keep Employees Engaged Follow these tips to power up the performance of your employees and your company.”

- Are your employees giving your company their all?
- Do they believe that what they're doing is important?
- Do they feel appreciated?
- Do they show up for work each day filled with passion and purpose?

A red flag should go up if you answered "no" to any of these questions. Why? Business owners who aren't taking care of their employees are missing out on significant cost-savings and profits.”

After reading the article, I found a few areas that I needed to revisit and things that I was doing correctly. It is always good to know that you are doing things correctly.

<http://www.entrepreneur.com/humanresources/managingemployees/article206318.html>



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