



This program has been approved for 2.5 re-certification hours toward PHR and SPHR re-certification through the Human Resource Certification Institute (HRCI). The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit. For more information about certification or re-certification please visit the HRCI homepage at www.hrci.org

Immigration Update

Prerequisites: None
Schedule: 2.5 Hours

Immigration reform will likely become a priority item for the Obama administration in the coming year. Hot topics continue to include the E-Verify system and the Federal Acquisition Regulation (FAR), social security mismatch letters and the safe harbor rule, state immigration legislation and worksite enforcement actions/raids. Come learn the latest on these and other timely immigration issues.

- ✓ What current obligations do employers have to verify identity and work authorization? How can you ensure compliance and avoid potential discrimination issues?
- ✓ Should you verify social security numbers on new hires and current employees? What is the status of E-verify vs. state statutes that require or prohibit employers from using the system? What about federal contractors?
- ✓ What should an employer do if current employees reveal that the social security number they originally presented was not valid?
- ✓ How should employers handle social security "mismatch" letters? What is a reasonable timeframe to ask employees to make any needed corrections? Is termination of employment an option?
- ✓ What could lead to an ICE raid and what can employers do to avoid becoming a target? What should be done if ICE agents show up at your door?