

Employers must use new I-9 form effective April 3, 2009

Unless there is a last-minute change by the Obama administration, employers will be required to use a revised version of the employment eligibility form known as the I-9 form effective April 3, 2009.

According to an [interim rule](#) published in December 2008 by the U.S. Citizenship and Immigration Services (USCIS), employers were supposed to begin using the revised verification form on Feb. 2, 2009. However, when President Obama took office, the White House issued a directive to all federal agencies asking them to review regulations introduced by the Bush administration that had not taken effect before Jan. 20, 2009.

USCIS officials stated that the 60-day delay should provide adequate time to complete a full review of the new form and employment verification requirements. A notice announcing the delay appeared in the *Federal Register*.

Employers must complete a Form I-9 for all newly hired employees to verify their identity and authorization to work in the United States. The interim final rule as published revises the types of acceptable identity and employment authorization documents employers can accept from new hires effective April 3, 2009.

In addition, the rule stipulates that employees cannot use expired identification documents to verify their work eligibility beginning April 3, 2009, unless the government changes its plans. The revised I-9 [form](#) is available online from the USCIS web site (www.uscis.gov).

Upcoming Luncheons/Events

- Topic: "Discrimination in the Work Place (including protected classes, legal remedies, preventable measures, and the practical consequences of failing to prevent discrimination)."
- Speaker: Rhonda Shelton, Employment Law Specialist
- Info: 4/15/09, 11:45am - 1:30pm Sportsman of Stanislaus
- Rates: Student \$10, Member \$18, Non-member \$25

The 2009 Board

If you have questions, comments, suggestions, needs, or desire to volunteer, contact a board member.

We currently have an open board position. We are looking for a volunteer to fill our Marketing and Sponsorship Director Position. If any members are interested, please contact the President.

Kristen Goucher ~ President
KGoucher@turlockscavenger.com
Kristie Olson ~ Vice President
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MWirowek@StanislausSheriff.com

WEBSITE JOB POSTINGS

The website is now posting jobs for free for all CVHRMA members. For non-members, the price is \$30 for a 30 – day posting. The website has a feature that allows a CVHRMA member and/or company representative to email their jobs for posting.



2-Day California Employment Law Course

The Central Valley HR Management Association and the San Joaquin HR Association are pleased to provide a joint chapter 2-day California Employment Law Course on Saturday, May 2 and Sunday, May 3, 2009. This course is open to everyone* and provides key information and training for those SHRM Certified PHR & SPHR members who are planning to obtain their California Certification Credential.

Location:

Golden State Lumber
3033 South Airport Way
Stockton, CA 95206
209-234-7700 Fax: 209-234-7900

Time:

5/2/09 ~ 8:30-5:30
5/3/09 ~ 8:30-5:30

Cost:

\$499 for CVHRMA & SJHRA Members (Includes SHRM California Learning System, a \$288 value)

\$599 for Non-Members (Includes membership in either the CVHRMA or SJHRA through 12/31/2009, and SHRM CA Learning System, a \$288 value)

For further details please visit: <http://www.cvhrma.org/events.html>

Unique job interviews

Job Interview Quotations (continued)

Vice Presidents and personnel directors of the one hundred largest corporations were asked to describe their most unusual experience interviewing prospective employees.

- Applicant interrupted interview to phone her therapist for advice on how to answer specific interview questions.
- Candidate brought large dog to interview.
- Applicant refused to sit down and insisted on being interviewed standing up.
- Candidate dozed off during interview.
- The employers were also asked to list the "most unusual" questions that have been asked by job candidates.
- "What is it that you people do at this company?"
- "What is the company motto?"
- "Why aren't you in a more interesting business?"
- "What are the zodiac signs of all the board members?"
- "Why do you want references?"
- "Do I have to dress for the next interview?"

More comments continued next month

Looking for a Job?

CVHRMA lists HR related jobs every month on our website. Click on the link below to check them out!

www.cvhrma.org/latestjob.html

Post your Resume

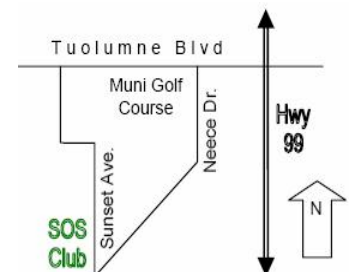
CVHRMA lists Human Resource Professionals that are looking for a career in Human Resources. Resumes are updated every month on our website. Click on the link below to check them out!

<http://www.cvhrma.org/postresume.html>

PHR/SPHR Study Sessions

CVHRMA is currently holding PHR/SPHR study Sessions. Please contact any of the Board Members with questions

[Directions to the SOS Club](#)
819 Sunset Ave
Modesto, Ca



California
State Council of SHRM