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Special Report for HR Professionals

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CHANGES FROM OBAMA SO FAR

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Beck Notice No Longer Required

On January 30, 2009, President Obama signed Executive Order 13496 which lifted the requirements of Executive Order 13201 to post what has become known as the "Beck Poster."

Federal contractors will have to monitor this situation, because the Secretary of Labor has been directed to publish new regulations that will require certain language to be inserted in all federal contracts and subcontracts. You can expect to see those new provisions within about 120 days. They will impact the Federal Acquisition Regulation (FAR).

<http://edocket.access.gpo.gov/2009/pdf/E9-2485.pdf>

I-9 Form Changes

All uncompleted regulatory and administrative changes that were initiated by the Bush Administration have been placed on hold. President Obama told government agencies to cease work on those changes until each one is reviewed and a decision made about whether to proceed or stop the change permanently.

One such change was the I-9 Form update scheduled to be implemented on February 2, 2009.

Currently, plans call for the new form to be required on April 3, 2009. Until then, all employers should continue using the version dated June 5, 2007.

For up-to-the-minute information go to <http://www.uscis.gov/portal/site/uscis>, select "Form I-9" from the left hand menu and you will get the official U.S. Customs and Immigration Service information about the subject and your obligations.

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E-Verify Requirement Still on Hold

Federal contractors are still able to choose whether or not they wish to participate in the government's E-Verify program.

However, federal contractors and subcontractors will be required to begin using the U.S. Citizenship and Immigration Services' E-Verify system **starting May 21, 2009**, to verify their employees' eligibility to legally work in the United States. The Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council amended the Federal Acquisition Regulation (FAR) to reflect this change.

<http://www.uscis.gov/portal/site/uscis>

Solis Confirmation Vote Coming in Senate

The nomination of Hilda L. Solis, (D) Representative from California, to be the next Secretary of Labor is scheduled to be voted on in the Senate on February 24, 2009, according to the calendar published by the Democratic Party. The Senate's Executive Calendar shows the matter to be considered next week as well.

<https://democrats.senate.gov/calendar/2009-02.html>

http://www.senate.gov/legislative/LIS/executive_calendar/xcalv.pdf

BLS ISSUES FIRST MONTHLY REPORT ON EMPLOYMENT OF DISABLED WORKERS

Beginning in June 2008, the Bureau of Labor Statistics added questions to its Current Population Survey (CPS) to identify persons with a disability in the civilian workforce (noninstitutional population age 16 and older).

In January 2009, the unemployment rate of persons with a disability was 13.2 percent, compared with 8.3 percent for persons with no disability. These figures have not been seasonally adjusted. The employment-population ratio for persons with a disability was 20.0 percent, compared with 65.0 percent for persons with no disability.

Hungry for more data? Go to www.bls.gov/cps/cpsdisability.htm

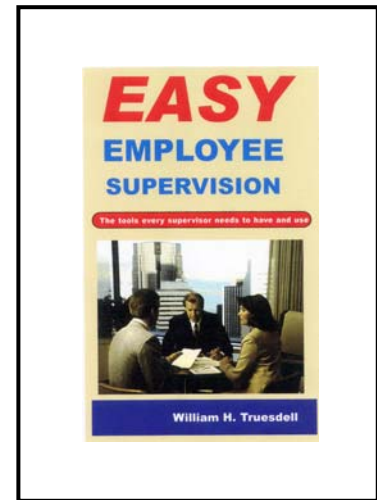
It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change.

Charles Darwin

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FINDING QUALIFIED DISABLED CANDIDATES

One question we hear frequently is, “How can we locate disabled individuals who are qualified for the jobs we want to fill?” An answer may be available in a new and little-known web site called “**America’s Heroes at Work**.” <http://www.americasheroesatwork.gov/index.html>

It is designed to help employers identify sources for qualified individuals who have been disabled in one way or another during service to their country. On this site you will find links to other web sites where you can post jobs or search for qualified candidates. There are spotlighted success stories from such prestigious employers as Northrop-Grumman, Exceptional Parent Magazine, Booz Allen Hamilton, and Halfaker & Associates.

Federal contractors often decry the difficulties in affirmative action programs for veterans and the disabled. With the help of these Web resources, employers will find it easier to access the type of talent they need, while meeting their obligations for outreach and recruiting.

A primary focus of **America’s Heroes at Work** is the employment of former U.S. service members living with Traumatic Brain Injury (TBI) and/or Post-Traumatic Stress Disorder (PTSD). Visit and you will learn that employment is often the best therapy and success rates tend to be high.

The U.S. Department of Labor manages the web site and has announced an Employment Pilot Project to connect employers with veteran employees with TBI and PTSD. If you would like to learn how you can participate go to <http://www.americasheroesatwork.gov/employipilot.html>



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TOP 10 REASONS TO HIRE A VETERAN

1. Accelerated learning curve.
2. Leadership.
3. Teamwork.
4. Diversity and inclusion in action.
5. Efficient performance under pressure.
6. Respect for procedures.
7. Technology and globalization.
8. Integrity.
9. Conscious of health and safety standards.
10. Triumph over adversity.

<http://www.hirevetsfirst.gov/10reasons.asp?format=txt>

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