

E-VERIFY: REQUIRED POSTINGS

As of July 1, 2010, private employers with 15 or more employees in Utah must use a status verification system (e.g., E-Verify) to verify a new hire's federal legal working status. Employers using E-Verify must post the following two notices – in both English and Spanish – in a prominent place that is clearly visible to prospective employees and all employees who are to be verified through the system:

1. “This Employer Participates in E-Verify”
2. “If You Have the Right to Work”

To download all four posters simply [click here](#) (the USCIS E-Verify Participation Poster page). Hard copies may be ordered by calling 888.464.4218. *As always, a convenient and affordable alternative is to order full color, laminated posters from The Employers Council!* Each of the four posters is \$9.95 (plus shipping). English or Spanish sets of the posters are now also incorporated into our **Combined Utah-Federal** poster (\$29.95 each, plus shipping), and into our **Utah-Only** poster (\$19.95 each, plus shipping). A poster order form is attached, and can also be found at www.ecutah.org/posters.pdf.

WHAT TO EXPECT WHEN USING E-VERIFY

Many people like to see a visual demonstration of a new procedure before they launch into using it. E-Verify requires attention to detail and meticulous follow-up. Here are some useful resources to help you become familiar with what the E-Verify process looks like before you enroll. Simply click on the hyperlinks below:

- [E-Verify Quick Reference Guide for Employers](#)
- [How Do I Use E-Verify - "How Do I" Guide for Employers](#)
- [Preparing to Use E-Verify](#)
- [The Verification Process](#)
- [Questions and Answers](#)

You can also watch these video clips by clicking on the hyperlinks below:

- [Video: Employer Responsibilities and Worker Rights](#)
- [Video: How to Create a Case](#)
- [Video: How to Respond to a TNC](#)

Or register for a USCIS hosted webinar:

- [Sign up for a Webinar](#)

The law is now in effect and it is time to E-Verify!

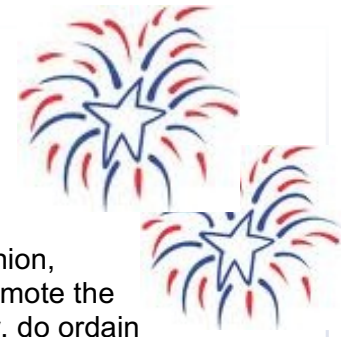
10 WAYS TO MAKE YOUR JOB HEALTHIER

The news that prolonged sitting can be deadly confirms the suspicion of many office workers – their jobs *are* killing them! Simple changes can make your time at work healthier. While not every change is possible for every worker, or every day, here are 10 moves to consider:

1. *Don't eat at your desk.* Crumbs may slip into your computer keyboard during the day, and then lure vermin out at night. If you touch contaminated spaces, then your mouth, it's likely you'll get sick.
2. *Add plants to your area.* With plants, systolic blood pressure may fall, and reactions may be quicker.
3. *Improve your posture.* Sit up straight and lose the slump! Bad posture can cause everything from eye strain to lower back pain.
4. *Find a way to reduce work pressure.* Easier said than done, but could save your life! Women in high-pressure jobs are at a higher risk of heart disease.
5. *Reduce overtime as much as possible.* Overtime is associated with an increased risk of heart disease, independent of other factors.
6. *Exercise at lunch.* Forty-four percent of workers report having gained weight at their jobs. A lunch hour workout can make a big difference, but only 11% of women and 8% of men make that choice.
7. *Don't de-stress with TV at night.* One study found that a one-hour increase in TV watching increased the prevalence of metabolic syndrome in women by 26% – regardless of the amount of exercise.
8. *Request a flexible work arrangement.* The benefits are great, even for non-parents. One study found that control over work hours yields health benefits in areas such as blood pressure and sleep.
9. *Keep a clean desk.* Cluttered desks are among the factors making employees ill. A 2004 study coined a phrase for this: "irritable desk syndrome."
10. *Work on your relationship with your boss.* Nurturing a better relationship with your boss *does* positively impact your physical health. When requesting a lighter workload, a flexible schedule, or less overtime, you'll have a better shot at getting what you want if your boss is in your corner. There's also evidence that workers who feel they have good bosses have a lower risk of heart disease.



The Constitution of the United States of America Celebrate Your Rights



Preamble - We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.

(Note: The first three Articles of the Constitution establish the Legislative, Executive, and Judicial Branches of our government. The following are key Amendments to the Constitution. The first ten Amendments collectively are commonly known as the Bill of Rights.)

Amendment 1 - Freedom of Religion, Press, Expression.

Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.

Amendment 2 - Right to Bear Arms.

A well regulated Militia, being necessary to the security of a free State, the right of the people to keep and bear Arms, shall not be infringed.

Amendment 4 - Search and Seizure.

The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall issue, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized.

Amendment 5 - Trial and Punishment, Compensation for Takings.

No person shall be . . . compelled in any criminal case to be a witness against himself, nor be deprived of life, liberty, or property, without due process of law; nor shall private property be taken for public use, without just compensation.

Amendment 10 - Powers of the States and People.

The powers not delegated to the United States by the Constitution, nor prohibited by it to the States, are reserved to the States respectively, or to the people.

Amendment 13 - Slavery Abolished.

Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.

Amendment 14 - Citizenship Rights.

All persons born or naturalized in the United States, and subject to the jurisdiction thereof, are citizens of the United States and of the State wherein they reside. No State shall make or enforce any law which **shall abridge the privileges or immunities of citizens of the United States; nor shall any State deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.**