

The MAGCS August meeting at Arrowhead G.C. was attended by a large crowd because of the educational program. Stanley J. Horn, an immigration law attorney, spoke on the new immigration law and its affect on golf course labor. He explained that we will have to scrutinize documents of prospective employees much closer in regards to proof of eligibility to work. He advised that superintendents require 2 or more documents of identification such as driver's licenses, residency cards (green cards), and birth certificates. He suggested that superintendents photocopy these documents and keep them with the employee's file for our own protection to prove we made an effort to determine legal residency. This applies to all employees put on the payroll after November 6, 1986. Employees on the payroll prior to that date are eligible for the amnesty program providing they can prove (through rent receipts, payroll records, bank accounts, etc.) that they have lived in the U.S. and have been employed in the U.S. since January 1, 1983. They must file with Immigration Service between May 1, 1987 and May 31, 1987 to be included. Needless to say this new legislation will be cumbersome at best and it is advised that those people seek the counsel of an attorney such as Mr. Horn. It doesn't appear at this time that golf course employees will be considered under the agriculture exemption, as this will be for perishable crops only. Please note the article about the new legislation.



*Stanley J. Horn, Immigration Law attorney and guest speaker at the August MAGCS meeting.*

## **Immigration Reform Act Wide-Ranging**

U.S. immigration reform legislation recently signed by President Reagan is the most sweeping measure on this subject in this country in decades. Among other things, it contains tough new penalties for employers who hire foreign workers without regard to their immigration status. Employer sanctions will be phased in after a six-month "educational period." The following year offenders would become liable for fines ranging from \$3,000 to \$10,000 for each illegal alien they hire. Employers who make it a "pattern or practice" to hire illegal aliens could be sentenced to prison terms ranging up to six months.

For employers, here are some of the key dates for carrying out provisions of the act:

- For the next six months: Federal officials will develop regulations and notify employers of the sanctions program. Records must be kept by employers, showing the legal residency status of their employees. The penalties apply only to new hires, not those working before the bill was signed.
- May 1987 through May 1988 — Officials will issue warnings for first offenses by employers caught knowingly hiring illegal aliens. Penalties would be assessed for subsequent offenses.
- May 1988 — Penalties would become fully effective, with fines beginning at \$250 per illegal alien and six months in prison for a pattern and practice of violations.
- November 1989 — The General Accounting Office must report the findings of a study on whether sanctions resulted in significant job discrimination based on residency status.
- February 1990 — If the study finds that discrimination has occurred, Congress must consider a joint resolution that, if passed, would end the sanctions. The resolution could become effective without the President's signature.

**Credit - Illinois Manufacturer's Assn.**



*MAGCS members listen to the education session at Arrowhead G.C.*