

## The I 9 Law and You

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If you think about it, humanity received a couple of breaks when Moses came down from the mountain with the Ten Commandments.

1. He went alone without a committee to complicate the issues.
2. The commandments were etched into stone tablets, so as to keep the wordage at a minimum, or else make a couple of trips.

The legislative branch of our federal government has neither restrictions as they daily endeavor to enrich the lives of the American taxpayer.

The new "Immigration Reform and Control Act of 1986" is a prime example of what legislators can do when they perceive a problem that in reality does not exist. It is hard to believe that any of them have ever had the pleasure of dining amid the ornate elegance of a Burger King, Wendy's or McDonald's restaurant or they could not have missed the "Help Wanted" signs that are so prominently displayed in all of them as well as every K-Mart, Zayres and Venture stores in just about every mall in the Chicago area.

Be that as it may, this law applies to everyone who has employees. That you are just "a little nine Holer" does not exempt you from having all employees hired after November 6, 1986 subjected to filing out the I 9 form.

If you have ever ordered dinner for two at a chinese restaurant, the I9 form will seem familiar to you as you must have one item from column A or one item each from column B and C.

Column A is comprized of

1. A Valid U.S. passport
2. A certificate of U.S. Citizenship
3. A certificate of naturalization
4. An unexpired foreign passport with employment authorization attached.
5. An alien registration card

If the employee cannot fulfill the above obligations he must have at least one of the items in column B that consist of:

1. A state issued drivers license or I.D. card with photograph and information that includes Sex, date of birth, height, weight and color of hair.
2. A U.S. Military card
3. A voters registration card.
4. A school identification card

The item from column B requires that one document from column C be included with it. Column C is composed of

1. An original social security card
2. A birth certificate issued by a state county or municipal authority bearing a seal.

All documents must bear the expiration date if applicable.

It is the supervisors responsibility to affirm that these are indeed legitimate documents. The fact that the employee possesses these papers in no way prevents the bearer from being deported if he is an illegal alien.

The penalties for an employer's failure to comply with the verification requirements starts with a fine of \$250 to \$2000 per alien. The ante is raised to \$2000 - \$5000 per violation.

The employer can hit big time if the violation occurs a third time. The fines can start at \$3000 and peak out at \$10,000 and six months in the slammer for each alien.

Once an employee has completed an I9 form he may leave and return to the job at any time within 3 years without having

to refile the form. Employers must retain the completed forms for at least three yars or at least one year after the employee leaves if the employment period is over three years.

Obviously, there is much more to the law than this, but this is the area that most concerns a superintendent. What the effect of the law will have should be determined this season when most of us will be hiring replacement help. I feel that it will be much the same as it was in past seasons. When hispanic help was not too hard to find, but you had better budget a buck or so an hour more if you hope to compete with other courses and landscapers for our brown-eyed amigos.

## Putting Your Christmas Tree to Good Use

It is always a melancholy time when the excitement of the holidays is over and the tree is taken down. Most of us hate to just throw out the tree that has provided so much enjoyment.

James A. Fizzell, University of Illinois Horticulturist in Cook County says there are several ways the old trees can be used by gardeners.

The one thing you should not do with the old tree, he warns, is to burn it in the fireplace. A dry tree will burn with intense heat and may buckle a steel fireplace, crack a flue in a brick chimney, or could start a chimney fire. If anything, use the small twigs for kindling, he suggests.

An old tradition dating to the middle ages is to move the tree outside and set it up for the animals, decorated with various kinds of foods.

Birds will appreciate suet cakes with seeds, strings of popcorn or cranberries and fresh pine cones with seeds still inside. Squirrels will appreciate strings of peanuts or apple slices.

During inclement weather the tree can provide protection to animals who will roost in it or huddle under it as long as the storm persists.

Birds such as cardinals and jays, which stay here all year, are much more likely to take up permanent residence in your yard if invited there for the winter.

If you are already providing for the animals, there are other ways the old tree can be put to good use.

For areas such as ours where there is always the danger of alternate freezing and thawing, perennials should be covered, not to keep them warm, but to keep them cold. For this reason you always need to wait to mulch the garden until after the ground has frozen. The ideal mulch is light enough to permit air to penetrate, but substantial enough to shade the soil and keep it from thawing every time the sun shines on it.

A good mulch to use for this purpose, easily available after Christmas, is your leftover Christmas tree. Branches from your tree can be cut up and laid over your perennial bed. Two layers of boughs, crisscrossed, should suffice. They admit air to the ground, but keep out the sun.

In the spring, remove the boughs in two stages, three or four days apart just as the first new spouts appear. This permits the tender new growth to become gradually acclimated to the still chilly spring air.

If you have extensive perennial beds or strawberries, you might run out of branches from your own tree. But you can be sure there will be a ready supply as neighbors discard their trees.

After removing the branches, save the trunks. They make good bean poles or tomato stakes.