

BUSINESS

## No more illegal aliens in the green industry

If you haven't yet, you had better change your hiring policies now, before it's too late. As of June 1, 1988, all employers—including those in the green industry—face fines and possible prison terms for failure to comply with the new Immigration Reform and Control Act.

"The law isn't just for seasonal farm workers," says Charles D. Covey, Ph.D., of the University of Florida. "Everyone

who hires anyone—even for one day—is subject to this new law."

Even if employers personally know for certain that an employee is an American citizen, that person's citizenship or right to work in the U.S. must be verified, Covey emphasizes.

Penalties can range from \$250 to \$10,000 and imprisonment for each instance of "knowingly hiring" an illegal alien, and \$100 to \$1,000 for paperwork failures, even in connection with the employment of a legal U.S. citizen, Covey notes.

The law requires all employers to

verify the legal status of every employee hired after Nov. 6, 1986. Employees on the payroll prior to this date will be "grandfathered in" and will not have to document their legal work status. The law further requires all employers to sign and retain a form stating what documents have been examined. It says that employees must sign the same form certifying that they are legally eligible to work in this country.

To protect themselves, employers should make copies of documents shown to prove citizenship or the right to work in this country.

Beginning June 1, 1988, the full provisions of the law will be in effect for all employers except those engaged in "seasonal agricultural services" who are exempt from civil money penalties until Dec. 1, 1988. Until next June 1, citations will be issued for the first offense; citations and fines will be issued for additional violations.

### PESTICIDES

## EPA asked to seek more tests for 2,4-D

The Environmental Protection Agency has been asked to continue testing the herbicide 2,4-D for any possible cancer-causing properties.

The agency's Scientific Advisory Panel recommended an interim Category D classification, meaning the compound is not classifiable by carcinogenicity, or cancer-causing capacity.

The agency gave the compound an interim Category C classification in June after examining available literature. Category C means the compound is a possible human carcinogen with limited, inconclusive evidence of animal carcinogenicity.

The Scientific Advisory Panel, reviewing the EPA's work, called for an additional long-term carcinogenicity study in rats exposed to 2,4-D. The agency is considering the recommendation.

Meanwhile, EPA is awaiting the results of another study by the National Cancer Institute, says Steve Johnson, executive secretary of the Scientific Advisory Panel. That study is comparing a population of people who have been exposed to the herbicide with one that has not.

Johnson did not think a permanent classification would be announced in the near future. If the agency decides to sanction the recommended rat-feeding study, a classification will be two-and-a-half years away at minimum, he says.

Representatives of the 2,4-D Industry Task Force, a coalition of 2,4-D manufacturers, recommended a Category E Classification—inadequate evidence of carcinogenicity.



# Tired Of Having Your Grass Seed Bite The Dust?

Minimize landscape bare spots with new Seed Shield fabric.

It protects grass seed from being washed away, scorching, freezing and hungry pests better than hay or straw. And Seed Shield's unique greenhouse effect promotes faster, fuller sod-quality growth. Don't accept imitations. There's only one Seed Shield, another fine landscape product from A.C.F., Inc. For more details, call 800-448-3636. In VA, 804-743-9558. †

Distributor for



**Seed Shield™**  
A.C.F., inc.

Manufactured By Amoco Fabrics & Fibers Co. For Atlantic Construction Fabrics, Inc.

Circle No. 101 on Reader Inquiry Card