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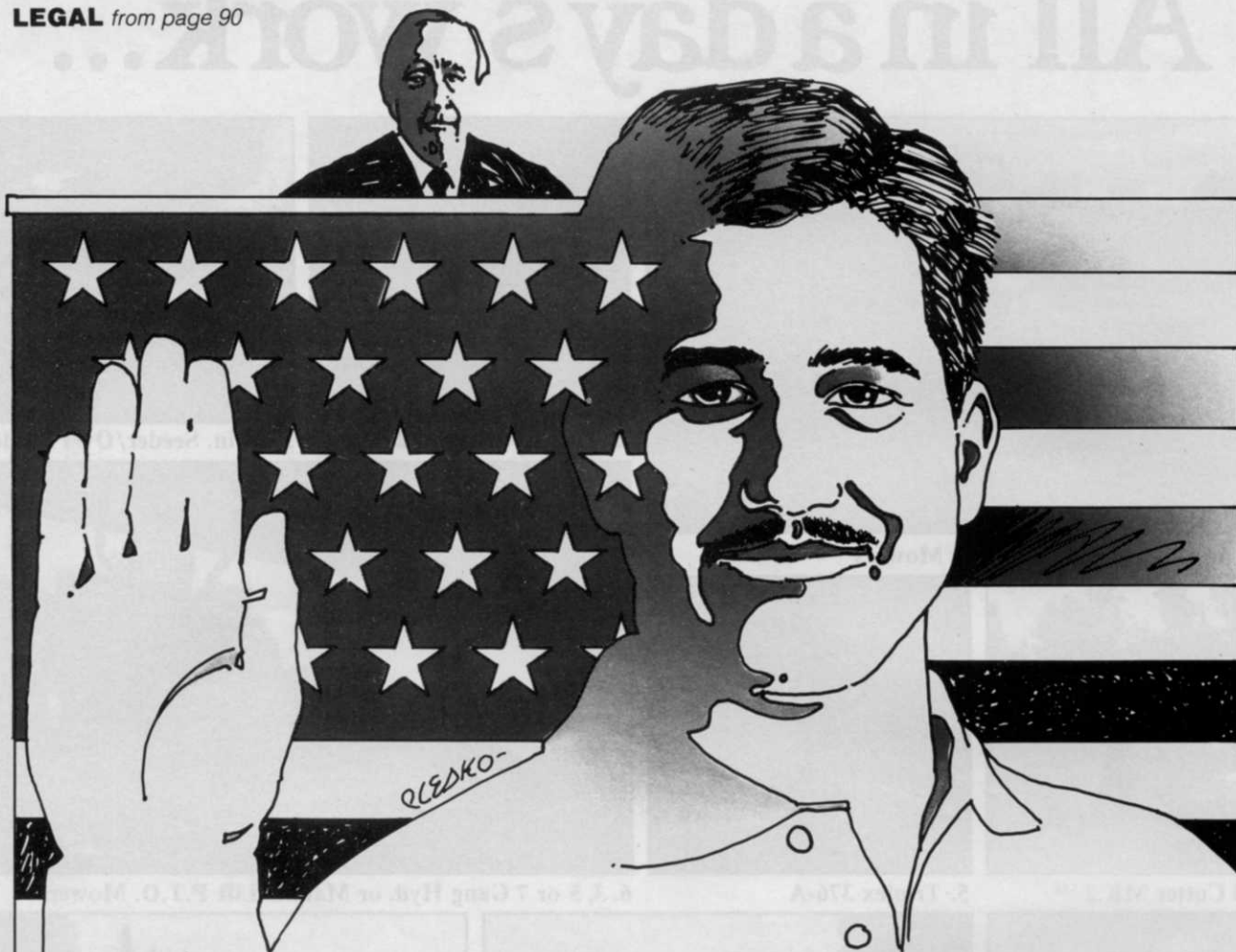
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The following are Group B documents:

- Social Security account number card; or
- certificate of birth in the United States; or
- establishment of U.S. nationality at birth as approved by the Attorney General; or
- any other documentation approved by the Attorney General that demonstrates authorization of employment in this country.

Group C documents are considered to be either:

- a driver's license, or a similar document, provided that it contains a photograph or other personal identification approved by the Attorney General; or
- (for applicants under age 16) other documentation that has been approved by the Attorney General.

Note that you are not required to

make a copy of any of the documents you are presented by the applicant. The act requires you to examine the document, which presumably means that you may examine a copy.

If the document you have reviewed appears to be genuine and if it meets the standards of a Group A, B or C document, do not ask for any further identification. It would be discriminatory, for example, to request all documents in all groups, when one document in Group A or one document each from Group B and C would be sufficient.

If you are concerned about hiring a person while waiting for citizenship verification, we suggest telling the person in writing that his continued employment will be contingent upon the verification. Practical suggestions:

1. The act does not require employers to document employees who were hired prior to Nov. 7, 1986. However,

there may be other immigration-related requirements that apply to employees hired prior to that time, such as student employment or employment while an immigration application is pending.

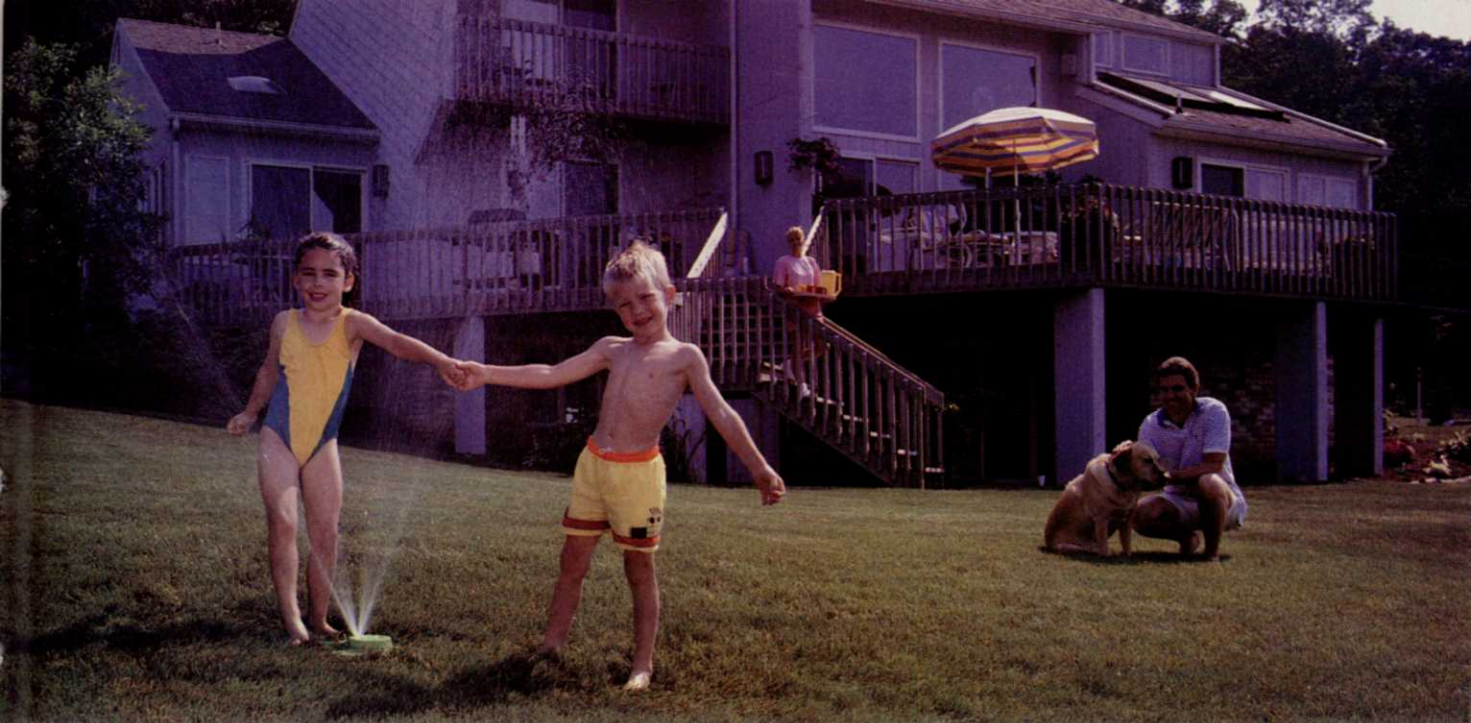
2. The verification method anticipates an employer reasonably concluding whether it appears to be genuine. If an employer has any doubt about the genuineness of a document, ask the applicant if he has the original or another document that would satisfy the Immigration Act. If the person does not have such documents, then tell him that under the act, you believe you are required to seek verification from the agency involved.

3. Begin the document verification process after you have decided that the person is otherwise qualified for the job. If the person is hired before final verification, tell him or her that continued employment is contingent upon verification, within three days of when the individual begins to work.

4. Let the individual know that it is his or her obligation to report to you promptly any change in citizenship status.

The new act does not require affirmative action when employers are considering hiring a person seeking U.S. citizenship.

continued on page 94



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Circle No. 139 on Reader Inquiry Card



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Answer file: illegal aliens

How many undocumented aliens reside in this country? Between 3 and 12 million.

What is their growth rate? Annual growth since 1980 has been between 100,000 and 300,000. More than 1 million undocumented aliens have been apprehended each year along the U.S./Mexico border.

What is the current ceiling on legal immigration? 270,000 per year.

This figure, however, does not include the unlimited categories of immigrants, such as immediate relatives of U.S. citizens and refugees. If they are included, the total legal immigrants approximate 570,000 each year.

How much does illegal immigration cost United States taxpayers? According to a 1983 study by the Immigration and Naturalization Ser-

vice, each 1 million undocumented aliens costs federal, state and local governments \$2.5 billion annually in job displacement, police costs, education, welfare benefits and unemployment insurance. An estimated \$995 million was paid in taxes, resulting in a net government loss of \$1.2 billion per million undocumented aliens. □

5. If you rely on employment services or state employment agencies to refer employees to you, be sure to find out who is responsible for the employment verification process. If done by them, ask them for a copy of the form they use to verify the individual's documentation, and include a copy of that in the personnel file.

Employer risks

Employers who violate the act face severe penalties, both civil and criminal. For a first offense, the fines range from \$250 to \$2,000 per unauthorized

alien employed; \$2,000 to \$5,000 for a second offense; \$3,000 to \$10,000 for a third offense. These penalties will not attach to the employer until after a hearing is set. A defense to this would be the good faith effort that the employer made to review the propriety of the documentation before the individual was hired.

In addition to the civil penalties mentioned above, criminal penalties may include up to six months imprisonment and a \$3,000 fine per unauthorized alien if the employer is found to have engaged in a pattern or

practice of violating the Immigration Reform and Control Act.

Those individuals who were hired prior to Nov. 7, 1986, are exempt from this statute. However, the individual employee is not protected if he has violated other provisions of immigration laws that existed prior to this act.

Employers who attempt to assist in the registration of illegal aliens for permanent status must still comply with the procedures that were in place prior to the enactment of the Immigration Reform and Control Act of 1986. **LM**

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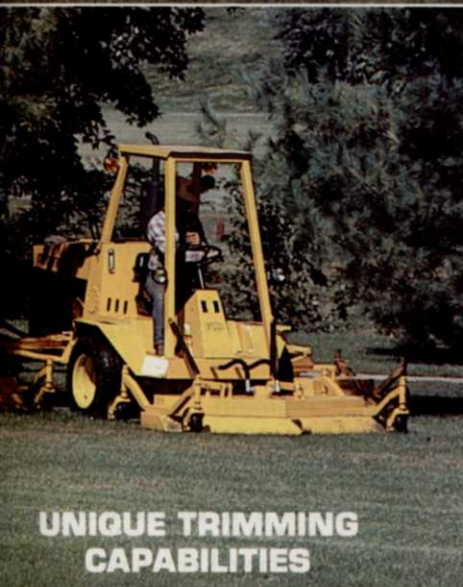
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EMERGENCY!

Crews at Cleveland Hopkins Airport are schooled in immediate mobilization, for times when hundreds of airline passengers' lives depend on the snow removal job they do.

By Carl Kovac

Few things are as useless as snow-bound airplanes sitting on the ground when there are passengers and freight to be hauled and schedules to be met. Even fewer things are as disturbing as not being able to land, particularly if the low-fuel lights start flickering. The alternative could be trying to put a very large airplane down on an ice-slick runway at a relatively high speed. A loaded 747, for example, has a landing weight in excess of 300 tons and touches down at around 140 miles per hour.

At Cleveland Hopkins International Airport, a highly-trained field maintenance team keeps the airlines flying when the snow falls. About the only things that will close the sprawling airport 14 road miles southwest of downtown Cleveland are zero-zero visibility and high winds, over which the maintenance crews obviously have no control.

Normal snowfall at Hopkins is 53 inches a year, according to the National Weather Service. The record for one month was 42.8 inches in January 1978.

Fickle weather

Greater Cleveland is known for its fickle weather. Because Hopkins is a mere five miles due south of Lake Erie, it can fall prey to what the weather forecasters call "lake effect."

What happens is that a cold flow of air blowing over the lake from the north picks up moisture from the warmer water. This rising moisture condenses at altitude and comes down as snow. Ordinarily this precipitation is carried to higher elevations east of Cleveland—the so-called snow belt—but a wind blowing directly from the north will occasion-

Carl Kovac is a freelance writer based in Cleveland, Ohio. Assistant editor Jeff Sobul also contributed to this article.



Graders and front-end loaders are used to clear snow from around aircraft at the gates.

ally dump an awful lot of the white stuff on the airport in a very short time.

On the other hand, a storm can sneak in the back door, as happened March 30-31, 1987. A jet stream swinging down from Canada through the deep south picked up moisture-laden air in East Cleveland around evening rush-hour time and dropped 16.4 inches of snow within 24 hours, the largest one-day accumulation in the area in 74 years.

Hopkins was shut down twice for a total of 12 hours because of high winds and low visibility. Some 200 flights were reportedly diverted or cancelled. It was the longest shutdown since January 1978 "when we were closed for a couple of days because of high winds—up to 50 mile an hour—

and blowing snow," recalls airport commissioner Nick Bogas.

Expensive equipment

Keeping Hopkins' some 3.4 million square feet of runways and taxiways clear for arriving and departing aircraft is the job of a 40 on the field maintenance staff using \$4 million worth of snow removal equipment. "We have 51 pieces of equipment, including trucks, snow blowers, high-speed brooms, front-end loaders, road graders and truck-mounted plows," says Bogas. In addition, four graders, four front-end loaders and six trucks are leased from an outside contractor, but garaged at the airport, ready for instant use.

Graders and front-end loaders are used to clear snow from around aircraft at the gates; 28-foot plows clean

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At Cleveland Hopkins Airport, 28-foot plows clean the runways and taxiways.

the runways and taxiways; and 12-footers are used for roads on airport property. Hopkins also has about 35 acres of parking lots; six-foot and eight-foot plows mounted on Bombardier tracked vehicles are used to keep them clear.

At the first hint of snow, the high-speed brooms begin sweeping the

runways. "If that doesn't work, we'll put down urea, which is a standard fertilizer that melts snow. If we get ice, we'll use ethyl glycol, used to de-ice airplanes," Bogas says.

To keep the main runway, the first priority, clean, a team of four 28-foot plows and two blowers are deployed to work in tandem. A second team is

deployed to keep the secondary runway, parallel to the main one, clean. At the same time, other crews are busy clearing taxiways, ramps and other runways.

Ordinarily, Hopkins' maintenance crews work normal eight-hour shifts. There are two shifts a day on duty, seven days a week. If a big storm hits, everyone gets into the act.

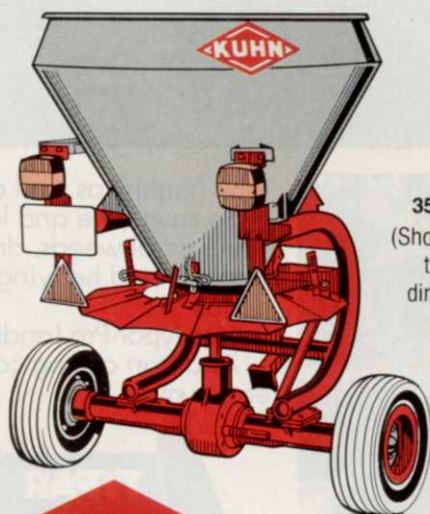
"The crew on duty will begin clearing the runways and taxiways while the second crew is being called in," says Bogas. "The crews will sleep and eat at the field until things are back to normal. We'll work 12-hour overlapping shifts. We try not to work them longer, but if need be, we will."

By "we," Bogas means everyone. "In addition to the regular crews, we have a dozen supervisory personnel, including me, plus 10 mechanics who can operate the equipment. We're all checked out on it."

Just how good his people do their jobs is evidenced by the fact that Hopkins was shut down only once this year, "and that," says Bogas, "was because of poor visibility. We had blowing snow and 40- to 50-knot winds. There's not much you can do about that." **LM**

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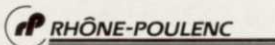
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