



Illinois Legislative Update

"All Politics is Local . . ."

Kris Swanson

ISA Legislative Committee Chair

This sentiment was once voiced by former US Speaker of the House, Tip O'Neill. Tip forgot to add that politics is not only local - it is also personal. Your status as a constituent and voter is important to your elected officials, and building a relationship with your local legislators is even more important.

Personal relationships matter in politics, and your efforts in building a personal connection to your Illinois legislators and US Representatives are just sound business practice. To foster a healthy business climate and to help legislators understand the positive impact of our industry on Illinois, the Staffing Industry needs your help.

That is why the Illinois Staffing Association is sponsoring Legislative Connection Week, July 14 - July 19, 2003. To make our voice louder in Springfield next session, we need your help this summer. Everyone is home for the summer legislative break, so it is a perfect

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Here to Stay

ISA President's Message

Lana Johnson, CPC/CTS

ISA President

"The Recruiting Business is Dead", the cover story of the most recent Fordyce Letter cried out.

(www.fordyceletter.com) Obviously it caught my attention! No fear, however – the article actually shared industry experts' opinions on the continued vitality of our industry. It made me think, however, of where we've recently been and where our industry is headed.

Where we've been? We don't need to spend much time on that. It's been a long three years and I feel safe in the assumption that if you're still here, you're not just here to see how things will turn out. You're here because your committed to your organization and to this business and it's your career and chosen path.

Where are we headed? The looming mass exodus of baby boomers from the workforce has recently been well documented. Perhaps the best I've read is a book entitled *Impending Crisis: Too Many Jobs, Too Few Workers (2002; Roger E. Herman)*, in which the author explores the shortage of almost 10 million workers by 2010 and the impact that will be felt by businesses everywhere. In fact, we're already on our way (e.g. the healthcare shortage).

Whether it's 10 million or 5, the fact is, this is great news for our industry. I believe we have the opportunity to enter potentially the most prosperous period ever. Why "potentially?" Because we cannot keep doing things the same way we always have. The world is dynamic – our customers demand more and have better resources than during our last growth period. If we do not collectively evolve and develop as an industry, we will miss out. *continued on Page 3*

"Every man owes a part of his time and money to the business or industry in which he is engaged. No man has a right to withhold his support from an organization that is striving to improve conditions within his sphere."

-Theodore Roosevelt, 1908

time for you to meet and greet your elected Illinois Representative and Senator in your home district. All you need to do is call for an appointment to create and advance a personal relationship with your legislators.

The process is very simple:

1. Sign up with ISA to participate in the program via our website – www.isa-il.org.
2. Identify your elected Representative and Senator (home and office districts) by going to the following link:
<http://www.elections.state.il.us/DLS/Pages/DLSAddressCrit.asp>.

Follow the directions, type in your home address, and you will be given info on the three most important elected officials for your district. Click on their names, and you will get the address and phone numbers for your Illinois Representative, Illinois Senator, and US Representative. Repeat the process for your business location too.

3. Call the local telephone numbers and schedule appointments to meet for 20-30 minutes during the week of July 14th.

Your participation in this effort is crucial to our industry. Don't forget, if you have key executives and managers in your organization, they can participate, too. Anyone whose livelihood depends on the strength of your business and the Staffing Industry can help. Remember, your personal connection to one of these legislators could be the key factor in keeping future anti-staffing legislation from passing.

To sign up, just visit our website today. We will personally help you prepare for your meeting - Kris Swanson will contact you with all of the information you need to conduct a brief, meaningful meeting.

Mark your calendars to join us for our Legislative Connection Kick-off Cocktail Parties on Monday, July 14th from 6 PM to 8 PM (locations TBD) to learn more about our industry talking points and to network with your colleagues. ☺



National Conventions – Meetings You Can't Miss!

The American Staffing Association and the National Association of Personnel Services both have their annual conferences coming up this fall. Both offer the industry's best-in-class educational and networking opportunities. Check out these conferences today and register soon! ☺

**S T A F F I N G
W O R L D**

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Education • Expo • Networking • Fun

**Oct. 27-30 • Las Vegas
ASA Convention & Expo**

 **Jazz it up!**
New Orleans
NAPS Annual Conference
September 17- 20, 2003

Welcome New Members!

The Jefferson Group
KLA Search
Banner Personnel Service
TFI Resources – Associate Member
Furst Staffing
Strategic Edge Solutions
Shannonwood Staffers
Manpower (Aurora)
Chicago Recruiters
CPS – Chemical Personnel Search, Inc.
QPS Staffing Services
The Plus Group
Phoenix Staffing Solutions
MRI Sales Consultants of St. Charles
Insurance Staffers
Innovative Staff Solutions
Adecco

Have an industry colleague who may be interested in joining ISA? Send an email to Isassn@aol.com and we can contact them to walk them through the many benefits an ISA Membership has to offer! Help us increase the strength of our association by referring new members today!



Washington D.C., March 27, 2003 - Lana Johnson (ISA President & Sr. VP of Advanced Personnel) and John Seelander (ISA Member and President of The Plus Group) visit with Congressman Danny K. Davis during ASA's Capitol Hill Day to discuss legislative issues and the staffing industry in Illinois.

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There are three things we should do:

1. **Get Smarter.** The ISA has offered two education events so far in 2003 with two more on the horizon. Both events were encouragingly well-attended. NAPS and ASA have their annual conventions this fall. There are new technologies, new niches, and new ways of doing business that we must grasp to stay current and profitable. Education can never end.
2. **Get Louder.** We have to protect our industry from adverse legislation that could restrict, regulate, or tax our services. It is inevitable that we will be a target **unless** we create a name and face for ourselves. Be sure to participate in our first ever Legislative Connection Week (July 14-19). We will make it excruciatingly simple for you to participate and have effective dialogue with your legislators.
3. **Get Engaged.** The ISA is revitalized and thriving. We have added more than 5 new members per month at a time when most state chapters' rosters are dwindling. We have held 2 legislative breakfasts and 2 seminar events this year, with two more Success Series events to come. We overhauled our website. Whether you join the Board, chair a committee, join a committee, or give 2 hours per year, we want you to get engaged. As a non-for-profit organization during a recession, we also need financial strength to build our services and for that we rely upon membership and events. Please support the organization through participation and new member referrals.

We won't have to wait until 2010 to experience "good times" again – they are quickly approaching and we have to be ready to capitalize. Here's to an excellent second half and please call me to learn more about how you can engage with your association! ☺



**Next Success Series Events:
September 16 & November 11!**

UPCOMING EVENTS

★★ LEGISLATIVE CONNECTION WEEK ★★

JULY 14 – JULY 19. MEET WITH YOUR LEGISLATORS AND SHARE YOUR EXPERIENCES DURING THIS *NEW* ISA EVENT!

ISA SUCCESS SERIES SEMINAR

SEPTEMBER 16, 2003

8:00AM - 12:00PM STAY TUNED FOR MORE DETAILS!

“JAZZ IT UP” – NAPS ANNUAL CONFERENCE

SEPTEMBER 17 – 20, 2003

NEW ORLEANS, LA

[HTTP://WWW.RECRUITINGLIFE.COM/EVENTS/NOCONFERENCE.CFM](http://www.recruitinglife.com/events/noconference.cfm)

NATIONAL STAFFING EMPLOYEE WEEK

SEPTEMBER 22 – 28, 2003

[HTTP://WWW.STAFFINGTODAY.NET/MEMBERSERV/NTHW.HTM](http://www.staffingtoday.net/memberserv/nthw.htm)

ILLINOIS STAFFING EMPLOYEE OF THE YEAR

ANNUAL BANQUET

SEPTEMBER 25, 2003

5:00 – 7:30PM

STAY TUNED FOR MORE DETAILS!

“STAFFING WORLD 2003” – ASA ANNUAL CONFERENCE

OCTOBER 27 – 30, 2003

LAS VEGAS, NV

[HTTP://WWW.STAFFINGTODAY.NET/MEMBERSERV/CONVENTION03/INDEX.SHTML](http://www.staffingtoday.net/memberserv/convention03/index.shtml)

ISA SUCCESS SERIES SEMINAR

NOVEMBER 11, 2003

8:00AM - 12:00PM STAY TUNED FOR MORE DETAILS!

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Please visit www.isa-il.org for more information on these exciting events!

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Not a member?
Learn how to earn
discounts on our
events by joining ISA!

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Washington D.C., March 27, 2003 - Kathy B. Rogers (ASA Chairman), Lana Johnson (ISA President & Sr. VP of Advanced Personnel) and Jamie Madden (Oregon Chapter President & President of Hire Calling) catch up after Capitol Hill Day.

ISA Board of Directors

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Staffing Firms Should be Compliant with Current I-9 Requirements

By Steve Dwyer, Assistant General Counsel for the American Staffing Association

As most staffing firms are aware, pursuant to the Immigration Reform and Control Act of 1986 (IRCA), employers are prohibited from hiring anyone who is not authorized to work in the United States. Therefore, in order to verify work eligibility, staffing firms and employees must complete Forms I-9, and employees must submit documentation, to employers, from three categories of documents — List A, which includes documents that provide proof of both identity and work authorization, List B, which includes documents that are acceptable only to prove identity, and List C, which includes documents that are acceptable only to establish work authorization.

According to the website of the Bureau of Citizenship and Immigration Services (BCIS), to which the Immigration and Naturalization Service's (INS) immigration enforcement authority was transferred with the creation of the Department of Homeland Security, certain documents are no longer acceptable to prove identity and work authorization.

Specifically, according to the BCIS, the following are no longer acceptable List A documents to prove identity and work authorization even though they are listed on the 11/91 version of the Form I-9: Certificate of United States Citizenship, Certificate of Naturalization, Alien Registration Receipt Card (INS Form I-151 or "green card"), Unexpired Re-entry Permit (INS Form I-327), and Unexpired Refugee Travel Document (INS Form I-571). (see the BCIS's website at

<http://www.immigration.gov/graphics/formsfee/forms/i-9.htm>)

However, the BCIS has noted that, although not listed on the Form I-9, the Employment Authorization Document (INS Form I-766) is an acceptable List A document.

These changes were made pursuant to an interim INS rule that was enacted in 1997 (see 62 FR 51001). The INS found that, among other things, certain documents were particularly susceptible to counterfeiting. Therefore, the agency determined that they should no longer be used for I-9 purposes.

The INS also took the position, however, that it would not seek civil penalties against employers who continued to use and rely upon the forms, because the agency had given inadequate notice to employers of the INS's policy change.

Although the INS previously refrained from seeking enforcement against employers, the BCIS continues to maintain that such documents are not acceptable proofs of identity and work authorization. Therefore, in light of this, as well as the government's heightened security concerns in the post September 11 environment, employers should, if necessary, consider modifying their practices to comply with current I-9 verification procedures. ☞

The Illinois Staffing Association (ISA) is a state chapter, affiliated with both the National Association of Personnel Services (NAPS) and the American Staffing Association (ASA).



The ISA Pulse is a bi-monthly newsletter dedicated to updating ISA members on the latest events and happenings within Illinois' staffing industry. We welcome your feedback and encourage you to contact us via our website, www.isa-il.org, or by emailing Deb at Isassn@aol.com.