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Legislative Alert:

Employers Must Start Using Revised Form I-9 on February 2, 2009

Reflecting changes made by a December 12, 2008 interim final rule that revised the list of documents acceptable for the employment eligibility verification process, U.S. Citizenship and Immigration Services (USCIS) has published a revised Form I-9, *Employment Eligibility Verification*. Beginning on February 2, 2009, employers must start using revised Form I-9 for all new hires and re-verifications.



The current edition of Form I-9, dated 6/5/2007, will no longer be valid for use as of that date. Employers who continue to use this edition of Form I-9 on or after that date may be subject to civil money penalties. [Click here](#) for the available, revised Form I-9. USCIS is the Department of Homeland Security's (DHS) service and benefits bureau.

Resource: CCHÂ® is the leading provider of information covering Human Resources, Employment and Labor Benefits, Pensions, Payroll, Safety, and Workers Compensation.

And the PROXUS Survey Says...

We thank all of you who took time out of your busy schedules last month to share what you'd like to know more about in upcoming PROXUS E-Newsletters and E-Alerts. Of the nearly 15 percent who responded, you told us in order of preference that you would like to regularly see more information on HR 'best practices,' payroll 'best practices,' and alternative benefit strategies.

A majority of you overwhelmingly indicated your interest in seeing profiles on area companies featuring professional situations, solutions and results having to do with payroll, HR and benefit services practices. Even better, many of you volunteered to have your company profiled in an upcoming *Spotlight*, as this is a great way to illustrate how the right people, products and programs can make all the difference!

Thanks to your positive response to PROXUS' new section, 'Ask the Experts,' we're pleased to launch the following informative Q&A in this issue. Answers to your anonymous questions will be provided by the PROXUS team of experts to help you easily solve some of your very own workplace-specific issues. And we encourage you to please keep those questions coming to us at: info@proxushr.com.

CONGRATULATIONS to Peggy Miller from Chestnut Hill Business Association who won the Barnes & Noble \$50 gift card.

"I really appreciate the Barnes & Noble gift card...that will be put to very good use. You and your staff have managed to combine friendliness, professionalism and terrific service, making your firm a delight to work with...and one that I continue to recommend to our members."

Peggy Miller
Chestnut Hill Business Association



NEW - Ask the Experts?

Q: What are successful strategies to keep benefit costs, specifically medical, in line, year after year, for a 200 employee group?

A: There are several good strategies to use for this size company. Following is a short list of the strategies we would look at and initially recommend:

- **Rx Carve-Out Plan** - As prescriptions grow to over 20 percent of the total cost, this provides some big savings.
- **Partial Self-Funding** - If claims experience is available, look at self-funding a portion of the premium.
- **Promote Health & Wellness** - By implementing a cost-shifting strategy, employees are rewarded for low utilization of their healthcare insurance.

These are just a few suggestions. An experienced benefits professional who knows the local markets and products can discuss all of these options with you and more. The key is to work closely with your advisor and to carefully evaluate all of your options before your renewal date is near.

****Reminder: please forward your questions to 'Ask the Experts' at: info@proxushr.com.**

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