

COMPLIANCE CORNER

USCIS Releases update for the FORM I-9 Employment Eligibility Verification

U.S. Citizenship and Immigration Services has updated the Form I-9 for Employment Eligibility Verification which is the second revision in the last year. Some of the changes include:



- * Renumbering of List C items with the exception of the Social Security Card.
- * Consular Report of Birth Abroad (Form FS-240) has been added to List C.
- * All the certifications of report of birth issued by the Department of State including the Forms FS-545, DS-1350, and FS-240 have been combined into selection #2 under List C.
- * Revision of the I-9 instructions to reflect an agency name change which is now The Immigrant and Employee Rights Section (IER).

Employers may choose to complete all or parts of the information electronically or print the blank form and enter information by hand.

Link to the new Form I-9 and Instructions: <https://www.uscis.gov/i-9>

The previous Form I-9 which contains the revision date of 11/14/16N can continue to be utilized for employment verification purposes through September 17, 2017. After that date all earlier versions of the Form I-9 should not be used for verification.

COMMUNICATING WELLNESS

The Benefits of Staying Hydrated

Staying hydrated at work can be difficult for many of us. Busy schedules make it easy to forget to drink as much water as we should. For some, the type of work or specialized work clothing makes it awkward to access water regularly.

Not only can staying hydrated help to improve our work productivity, helping us to perform better mentally and physically, it can also help to offset potential safety risks. For example, dehydration could lead to reduced concentration, which is a risk for anyone operating machinery, or driving a vehicle.

To determine your personalized hydration need use this hydration calculator:
<https://www.camelbak.com/en/hydrated/hydration-calculator>



CONSULTING SERVICES

Potential Revenue Savings Program

Healthcare is a top budgetary line item for employers. Increases in health insurance premiums have outpaced growth in worker earnings and inflation. Average health insurance premiums paid by employers and employees for a family of four have increased 62 percent in the past decade. We have a viable solution to identify potential revenue savings for your fiscal budget. We propose coordinating a time to meet for additional conversation on this topic.

COMMUNITY SERVICE

Florida State School Tax Holiday - August 4-6

Save sales tax on clothes and shoes \$60. or less; School Supplies \$15. or less and Computer Supplies \$750. or less.

2017 Hurricane Seasonal Preparedness

Two keys to weather safety are to prepare for the risks and to act on those preparations when alerted by emergency officials.

Please access www.Ready.gov/hurricanes for comprehensive information on hurricane preparedness at home and in our community.

CEO CORNER, Doug Foreman

At Fringe Benefit Plans we serve our clients as well as one another. The practice of teamwork in the workplace allows for everyone to learn, blend complementary strengths, build trust, teach conflict resolution, promote ownership and encourage healthy interdependence. There is no "I" in team and in fact teamwork support both professional and personal development.

Talent wins games, but teamwork and intelligence wins championships - Michael Jordan

Check out our newest Thought Leadership article: "What are you doing to proactively insure and nurture employee retention?" Visit our website: http://www.fbplans.com/THOUGHT_LEADERSHIP



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