

RHR Information Services, Inc.

# SelectSmart News

## Editor's Note



This month we celebrate Memorial Day which was officially proclaimed on May 5, 1868 by General John Logan, national commander of the Grand Army of the Republic and was first observed on May 30, 1868, when flowers were placed on the graves of Union and Confederate soldiers at Arlington National Cemetery. The first state to officially recognize the holiday was New York in 1873.

In this issue you will find important information for all HR Managers regarding the increase of minimum wage as well as the new Photo Identifi-

cation Pilot Screening program initiated by the Department of Homeland Security.

Articles about ID thefts remind us of their presence in our society and their wide spread into our workplace.

Has your company included drug testing in its pre-employment screening program? If not please contact your RHR Representative today!

Please contact us with any questions or concerns.  
888-389-4023

Thank you, Jana Castillon

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## ID Thefts Prevalent at Work

More than half (51 percent) of all identity thefts occur in the workplace, according to a recent study by Michigan State University.

Organizations that carelessly process and store personnel records create perfect opportunities for "inside jobs," according to Guillaume Deyback, president and CEO of Washington-based Worldwide Assistance, a provider of identity-theft resolution services.

Workplace settings have become increasingly attractive for identity

theft because criminals are aware of the personal data stored there, such as birth dates, Social Security numbers, bank-account numbers and credit-card information, among others, he says.

The annual cost of such identify thefts to corporations and consumers is about \$50 billion, says Deyback, and innovative criminals have developed techniques that exclude almost no one from the scourge of stolen information created by the prevalence of personal data.

However organizations are becoming more aware of the problem.

Just a few years ago a stolen laptop was viewed as a loss of hardware. Today, organizations and individuals are acutely more aware that the sensitive data a laptop contains is of different, greater value.

Read More: <http://www.hreonline.com/HRE/story.jsp?storyId=10889049&sub=false>

## Drug Testing



Drug testing has become an important safety issue in the workplace for Human Resources and Safety professionals. The majority of all the Fortune 500 companies do drug testing. The purpose is to lessen the impact from drug abuse in the workplace, including tardiness, absenteeism, turnover, attitude problems, theft, decreased productivity, crime and violence.

The US Department of Labor estimates that drug use in the workplace costs employers \$75 to \$100 billion dollars annually in lost time, accidents, health care and workers compensation costs. Sixty-five percent of all accidents on the job are related to drug or alcohol, and substance abusers utilize 16 times as many health care benefits and are six times more likely to file workers compensation claims than non-abusers.

In 1987, a national testing laboratory, SmithKline Beecham, found that 18.1 percent of all workers tested had positive results. By 1997, that figure was down to 5.4 percent.

Drug experts debate whether this means drug use has fallen, or drug abusers simply avoid employers that test and instead apply at firms that do not test. Either way, most HR and Safety professionals have found drug testing to be a valuable and cost-effective risk management tool.

RHR Information Services, Inc. offers drug testing as one of the pre-employment screening products.

RHR partnered with Medtox, one of the largest laboratories in the drug testing industry and one of the initial 10 drug testing laboratories certified by the federal government.

We offer customized services depending on your testing needs:

- Dot and Non-Dot 5-10 panel validity testing
- Convenient, centrally located collection facilities
- On site collection can also be accommodated based on the number of applicants
- Rapid screening—results with all negatives may be reported within 24 hours from the time of collection

Contact your RHR Representative with any questions and add the drug testing product to your current package.

888-389-4023 or  
952-545-3953

Companies lose \$82 billion in productivity each year because of substance abuse.

Excerpt from a New York Times article  
There is no shortage of reasons employers test their workers for drugs.  
At one company, an employee high on marijuana forgot to lock the wheels on his forklift and it dropped five feet off a loading dock, while employees at another built a crystal meth lab in the back of a truck.  
Employers say workers who use drugs raise a company's insurance costs, steal equipment and scare away clients.

"The drug and alcohol issue is a concern for America," says Mary Wheeler, co-owner of Wheeler Landscaping in Chagrin Falls, Ohio, who began screen-

ing job applicants five years ago and now randomly tests her 76 employees. "Until you have a drug-free workplace you don't realize how prevalent it is."  
Companies lose \$82 billion in productivity each year because of substance abuse, the federal government estimates. Now, a growing number of employers are fighting back with workplace drug programs.

They say better technology has made drug screening more reliable, while insurance discounts and government grants have made it cheaper.  
The math is simple. More than three-quarters of America's 14.8

million drug users have jobs. Drug users are almost four times as likely to be involved in a workplace accident as sober workers and five times as likely to file a workers' compensation claim, according to government data.  
Drug users miss more days of work, show up late and change jobs more often.  
While drug programs are slowly becoming more popular, they still rarely make it to the top of an entrepreneur's priority list, says Richard A. Chaifetz, chief executive of Com-Psych, a company that helps employers set up drug screening and rehabilitation programs.

## Workplace Drug Testing Can Save Companies \$\$\$

## SHRM's Annual Conference & Exposition

Society for Human Resources Management's 59th Annual Conference & Exposition will be held at the Las Vegas Convention Center in Las Vegas, Nevada on June 24 - 27, 2007.

The SHRM Annual Conference & Exposition offers — for the best price in the market today — the most comprehensive and relevant professional development programs. Attendance will

improve your knowledge, skills and abilities as an HR professional.

For more information please visit [www.shrm.org](http://www.shrm.org).



## Congress Approves Minimum Wage Increase

Congress approved the first increase to the federal minimum wage in 10 years on May 24, 2007, when the House and Senate voted to pass a supplemental spending package for the war in Iraq.

The provision will increase the federal minimum wage from \$5.15 to \$7.25 per hour over two years.

The bill includes \$4.84 billion in tax breaks for small businesses.

The first phase will raise the wage to \$5.85 per hour, 60 days after the president signs the measure.

The other phases will follow a year apart and will be completed by the summer of 2009.

Although more than half the states have higher minimum wages than the existing federal rate, the Economic Policy Institute, a liberal research group, estimates that 4 percent of the work force, or 5.6 million workers, earns less than \$7.25 an hour.

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## USCIS Launches Photo Screening Tool Pilot

As an enhancement to its employment eligibility verification (EEV) program, Basic Pilot, the US Department of Homeland Security's (DHS) Bureau of US Citizenship and Immigration Services (USCIS) has launched a new pilot for employers to compare Lawful Permanent Residence cards (i.e., green cards) and other employment authorization documents containing photographs presented by new employees during the hiring process to the official photographs stored in DHS databases.

"This enhancement to the Basic Pilot Program adds another level of security for employers during the hiring process and sets the foundation for continued technological improvements," stated Christopher Bentley, a spokesperson for USCIS, in an interview with CCH.

Tool Pilot Program has the participation of 48 companies and is scheduled to last three months.

The Photo Screening Tool Pilot was created out of demands from

employers for a greater level of technological capacity in Basic Pilot.

"Putting a biometric component into Basic Pilot is the next evolutionary step to enhance the program," stated Bentley.

The aims of the Photo Screening Tool Pilot are to ensure that the process is not burdensome for employers and easy to use.

Read More: <http://hr.cch.com/news/employment/041907a.asp>



10505 Wayzata Boulevard  
Suite 200  
Minnetonka, MN  
55305

Phone: 888-389-4023  
Fax: 888-389-4024  
E-mail: rhansen@rhris.com



**The Right Path to the Right People**



Disclaimer: This newsletter has been developed for informational purposes only for use by the customers of RHR Information Services, Inc., and should not be relied upon as definitively accurate. Due to the complex nature of employment law, we strongly suggest that you work closely with legal council when making employment related decisions.

## Verification Passport for the Victims of Identity Theft

Excerpt from an article in [www.cincinnati.com](http://www.cincinnati.com)

Identity theft still tops the complaint list reported each year by the Federal Trade Commission. An estimated 3.7 percent of U.S. adults were victims of this crime just last year. Among them, an Ohio man who says it has destroyed his life.

"I'm wanted in Florida for fleeing and alluding the police and criminal damaging," said Brad Chaney. "I also got a phone call from a rental car company that was involved in the accident, wanting to know when I was going to pay them."

In fact, the man Florida police arrested, and whom they still seek, is not Chaney, but rather a man who pretended to be him - and even took out a driver's license in Chaney's name.

That identity thief has now been arrested and

jailed, but it hasn't helped Chaney with those Florida charges.

"They have no way of dropping the charges, or changing them from one person to another and just expunging my record. They have no way of doing it," Chaney said.

A letter from Florida authorities shows they know their defendant is not Chaney but, because the warrant is still active, Chaney's driver's license is suspended.

In addition, he can't get a job because, although he states he's never been arrested, potential employers run a criminal background check and reject him.

"I have a criminal record. Every place I apply for work they can't hire me because I have felony convictions on my record," he said.

Chaney was sent to the Ohio Identity Theft Verification Passport Program set up by the

state attorney general's office.

He has been given an Identity Theft Passport and he is once again able to legally drive a car because his driver's license has been reinstated.

In addition, the attorney general's office claims Chaney's criminal record in Florida is about to be wiped clean so Chaney will be able to get a job.

Now people in Ohio who have been the victim of identity theft should contact their local police to get enrolled in this program.

While such a program may not be available in all states, each state's attorney general has helpful tips on their Web site as does the Federal Trade Commission at [www.ftc.gov](http://www.ftc.gov).

Please contact RHR Information Services if you have any questions or concerns.  
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