

RHR Information Services, Inc.

# Select Rent News

## Editor's Note



From all of us at RHR we sincerely hope you all had a wonderful Thanksgiving holiday!

The new RentBureau rental payment history product is almost here! Check the info on page 2 and call us with any questions or concerns.

Do you plan on hiring in the near future? Then please read the article on page 3 regarding the I-9 employment verification update.

Also, for our customers based out of New York, please see on page 3 the information on new restrictions on conviction records being considered for employment eligibility

Technology is always a step ahead so check out the article on page 4 regarding a new defense ID card developed by Mobilisa for better employee protection.

Please do not hesitate to call for any questions at 952-545-3953 or 888-389-4023.

Thank you, Jana Castillon

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## Federal Judge Sides with SHRM in Oklahoma Gun Case

SHRM's Weapons in the Workplace position has received a big boost from the courts.

In a long-awaited decision, a federal judge of the U.S. District Court in Oklahoma sided with SHRM in finding that a workplace weapons bill passed by the Oklahoma legislature in 2004 (and amended in 2005), which prohibits employers from establishing policies banning employees from

bringing weapons onto company property, is pre-empted by the federal Occupational Safety and Health Act's (OSHA) 'general duty' clause.

SHRM had filed a "friend of the court" brief in this Oklahoma case, known officially as ConocoPhillips v. Henry, et al. SHRM expects this decision will be appealed.

In the meantime, Oklahoma businesses are free to enforce their own

workplace policies regarding weapons on company property.

SHRM's position throughout this debate has been that individual employers should have the freedom to decide what policies best fit their work establishments.

For More Information Go To: [http://www.shrm.org/government/update/101907\\_1.asp](http://www.shrm.org/government/update/101907_1.asp)

## New Product Alert!

Effective December 10, 2007 we will be launching a new product for our SelectRent customers. As previously mentioned in our August newsletter we have partnered with RentBureau to enhance a rental screening process by incorporating RentBureau rent payment history data into our background reports.

This new product will appear as it's own new section on the report and a sample of the header is below. We will be offering the new product will be available free of charge for 90 days for all SelectRent customers. During this period we look forward to your

feedback / comments and suggestions.

RentBureau is the first and only real time, online system providing apartment owners and managers with accurate rental histories of their resident applicants, thus eliminating risky residents and improving credit for performing residents.

We view this product as a perfect compliment to the traditional credit bureau information and it may eventually eliminate the need for manual rental verifications.

The true value of this partnership will not be immediately

realized however, as a great number of management companies are not currently participating in the cost free rental payment tracking service that RentBureau offers. The more participation by all management companies, the more useful this information becomes.

RHR intends to co-host a lunch and learn session with RentBureau after the New Year, so please keep an eye on future newsletters to save the date and reserve a spot to learn more.

For more information about RentBureau visit their website at [www.rentbureau.com](http://www.rentbureau.com).



### RentBureau Rental Payment History

Every 24 hours, RentBureau collects updated information from the tens of thousands of apartments in its network. RentBureau's National Rental Data Exchange™ is automatically updated, and current, accurate information about potential renters is immediately available.

\*\*\* **RECORD(S) FOUND** – [CLICK HERE](#) TO VIEW RESULTS \*\*\*

## New Restrictions On Inquiries and Consideration of Conviction Records in New York

This change expands the protections from discrimination for ex-offenders.

Effective November 1, 2007, New York employers may no longer inquire into, or make an adverse employment decision based on, an applicant's or employee's having been convicted of a criminal offense when the conviction record has been sealed pursuant to Section 160.55 of the Criminal Procedure Law or when the conviction is classified as a youthful offender adjudication

under Section 720.35(1) of the Criminal Procedure Law.

The new law, which is an amendment to Section 296 (16) of the New York State Executive Law (the "Human Rights Law"), does not apply to the licensing activities of governmental bodies in relation to the regulation of guns, firearms and deadly weapons or in relation to an application for employment as a

police or peace officer.

This change expands the protections from discrimination for ex-offenders and is in keeping with New York public policy to provide employment opportunities to individuals who have already "served their debt to society" and reduce recidivism caused by lack of employment and income.

## USCIS Revises Employment Eligibility Verification Form I-9

U.S. Citizenship and Immigration Services (USCIS) announced that a revised Employment Eligibility Verification Form (I-9) is now available for use. All employers are required to complete a Form I-9 for each employee hired in the United States.

The revision seeks to achieve full compliance with the document reduction requirements of the *Illegal Immigration Reform and Immigrant Responsibility Act of 1996* (IIRIRA), which reduced the number of documents employers may accept from newly hired employees during the employment eligibility verification process.

The revised Form I-9 is a further step in USCIS' ongoing work toward reducing the number of documents used to confirm identity and work eligibility.

Key to the revision is the removal of five documents for proof of both identity and employment eligibility. They include: Certificate of U.S. Citizenship (Form N-560 or N-570);

Certificate of Naturalization (Form N-550 or N-570); Alien Registration Receipt Card (Form I-151); the unexpired Reentry Permit (Form I-327); and the unexpired Refugee Travel Document (Form I-571).

The forms were removed because they lack sufficient features to help deter counterfeiting, tampering, and fraud.

Additionally, the most recent version of the Employment Authorization Document (Form I-766) was added to List A of the List of Acceptable Documents on the revised form.

The revised list now includes: a U.S. passport (unexpired or expired); a Permanent Resident Card (Form I-551); an unexpired foreign passport with a temporary I-551 stamp; an unexpired Employment Authorization Document that contains a photograph (Form I-766, I-688, I-688A, or I-688B); and an unexpired foreign passport with an unexpired Arrival-Departure Record (Form I-94) for nonim-

migrant aliens authorized to work for a specific employer.

**As of November 7, 2007, the Form I-9 with a revision date of June 5, 2007 is the only version of the form that is valid for use.**

**Effective Dec. 26, U.S. employers face penalties if they fail to use the new Form I-9 to document employment eligibility for new hires.**

The revision date of the Form I-9 is printed on the lower right corner of the form and states "(Rev. 06/05/07)N".

Both the revised form and the "Handbook for Employers, Instructions for Completing the Form I-9" are available online at [www.uscis.gov](http://www.uscis.gov).

To order forms, call USCIS toll-free at 1-800-870-3676. For forms and information on immigration laws, regulations, and procedures, call the National Customer Service Center at 1-800-375-5283.



## Lawmakers Seeking Stricter Caregiver Rules

A state senator says she wants to improve the background screening of nurse aides and other caregivers after gaps that allow criminals to work in nursing homes were identified in a recent Star-Telegram report.

Advocates for nursing home residents and the industry also expressed concern that some work-

ers banned by the Texas Department of Aging and Disability Services for abuse, neglect and theft have been certified as nurse aides by the same department.

Some found new jobs caring for the elderly and disabled. Sen. Judith Zaffirini, D-Laredo, said she was troubled to learn that crimes barring employment in nursing homes,

such as murder and rape, don't prevent aides from being recertified. Aides and other such workers give the vast majority of care at nursing homes and also work at doctors' offices and hospitals.

For More Information Go To: [http://www.star-telegram.com/state\\_news/story/267828.html](http://www.star-telegram.com/state_news/story/267828.html)

...crimes barring employment in nursing homes, don't prevent aides from being recertified.

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**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 your business, we strongly suggest that you work closely with legal council when making business related decisions.

## **Defense ID Selected as Finalist for 2007 Best New Product of the Year**

Access Control & Security Systems Magazine has announced that Mobilisa's Defense ID is a finalist for the 2007 Best New Product of the Year contest. Defense ID is an advanced ID card scanning system that uses a mobile, handheld computer to conduct a quick background check of a visitor or vendor.

Access Control & Security Systems Magazine's 2007 Best New Product of the Year award honors excellence in best new product development among hundreds of new products across the security industry.

The award showcases Mobilisa as one of the most innovative products of the current year and recognizes the talent and

commitment of the people involved in every aspect of development, from concept through sales.

"Defense ID is a security product that really makes a difference in combating terrorism," said Steve Williams, Senior Vice President of Mobilisa. "We're extremely proud that Access Control and Security Systems Magazine has recognized the achievement of our Defense ID team."

Defense ID is a handheld scanner that quickly and accurately checks an ID card presented at any point of entry. The information that is scanned is compared to 100+ databases of individuals who are wanted for criminal offenses or are barred from military installations. The

system works with military IDs, U.S. and Canadian driver's licenses and other government ID cards and therefore requires no need to issue or create special badges - a major cost savings.

Mobilisa's system is credited in helping security personnel identify and prevent nearly 25,000 unauthorized individuals from gaining entry onto federal installations. It is in use at over 50 federal locations and was recently selected by Fort Dix, NJ base personnel to improve security after the FBI uncovered a terrorist plot to attack soldiers and families on the base.

For more information go to:  
[www.cnnmoney.com](http://www.cnnmoney.com)