**Hiring Practices (Interview Questions, Tests, Background Checks, Drug-Testing, Illegal Workers)**

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| Continue on with FEDEX…  Remember that we are not looking for factual information specific to your chosen SLP employer.  We are looking at current, HRM-specific information that might be applicable to the employer you have chosen.  It is a fact--some companies do not openly discuss their HRM practices. Perhaps the organization you chose for your SLP project is one of them.  So, sometimes you will need to make inferences and borrow ideas from other private-sector companies to build your discussion.  For example, you have looked but can’t find information on your chosen organization's approach to the SLP assignment topic.  But, you have read about other businesses’ approaches to it.  You could discuss those practices as they might work in your SLP organization.  This is an acceptable approach for this assignment.  Remember that the SLP organization that you have chosen is your "framework" for your SLP project.  (Many of the companies, however, on the list do have their HRM practices widely known and written about.  Always look first to see what you can find.)  In this **SLP 2 assignment** we will be examining how immigration reform impacts workplaces by first looking at Arizona's recent immigration law.  Reading:  Loyola, Mario. E-verify for Arizona, National Review Online. Retrieved July 23, 2010 from <http://article.nationalreview.com/433167/e-verify-for-arizona/mario-loyola>.  After reading Loyola's comments and a couple other research articles on immigration reform, please discuss the following:  **a.  Discuss the current immigration law(s) that now affect your SLP organization (federal law and state laws, if applicable). What is E-Verify and is it used in any of your SLP organization's locations?**  **b. How does the Arizona state law compare and contrast with the federal government's approach to illegal immigration?**  **c.  What are HRM's responsibilities in your SLP organization to ensure that applicants hired are legally authorized to work in the U.S.?  What is their role if they discover a new hire is illegally seeking work?  Discuss details of HRM's role in the process.**  **d.  What are the current penalties for employers who employ immigrants who are not authorized to work in the U.S.?  What are the current penalties for the illegal immigrants?** |