

OREGON SEED COMPANY ENCOURAGES OVERSEEDING IN CHINESE PROVINCE

The first phases of an exchange program between International Seeds, Inc., of Halsey, OR, and the Chinese Department of Agriculture are starting to raise the standard of living in the most populated country in the world. The program, initiated primarily to develop improved forage grasses for Chinese agriculture, may first bring new life to athletic fields in the Beijing province.

Harry Stalford, International Seeds' China project manager, noticed the poor condition of stadium fields during his trip in March. He discovered the turf was dormant zoysiagrass that had to be resodded every spring. When the zoysia went dormant in October, the Chinese continued to play on it until much of the surface was bare clay. "It was simply a matter of not knowing the cultural practices that help turf stand up to sports," says Stalford.

In June, six representatives from China came to see both the fields of forage seed growing in Oregon's Willamette Valley, as well as a few sports fields. With the prospect of holding the Asian Olympic Games in Beijing Stadium in 1990, the concept of overseeding the zoysia with perennial ryegrass and/or rough bluegrass must have sounded sensible to the delegation. It will be an

opportunity for China to show 100,000 spectators and the international press that it has state-of-the-art sports turf.

NEW IMMIGRATION REGULATIONS TAKE EFFECT

The Immigration Reform and Control Act of 1987, which represents the most comprehensive change in this country's immigration laws in the past 35 years, takes effect this summer. The new regulations require employers to implement a screening and recordkeeping procedure to verify that all employees hired after November 6, 1986, are legal aliens or U.S. citizens.

The provisions of the Immigration Act make the employer responsible for requiring all workers hired after November 6, 1986, to prove citizenship or legal status and for maintaining for inspection the necessary documentation for a period of three or more years. "Employers who don't comply with the new law are subject to substantial penalties," says Chicago business attorney Michael Tuchman. "It is imperative that all employers immediately review their hiring practices and procedures." Tuchman is a member of the law firm Levenfeld, Eisenberg, Janger, Glassberg & Samotny.

Employers should obtain a copy of the final regulations and a supply of Form I-9 from the Immigration and Naturalization

Service (INS). Tuchman says four types of documents should be kept for each employee. The first is an employment application filled out by the employee stating his citizenship or alien status. The second is Form I-9 from the INS.

The INS will accept a number of different documents to establish identity and employment eligibility. Among these are a U.S. passport, a certificate of U.S. citizenship, a certificate of naturalization, and an unexpired foreign passport with an appropriate work permit or alien registration card that contains a photograph of the individual. To complete his records, the employer should also keep a copy of a hiring practice checklist to establish that he follows a set procedure during hiring.

"The employer should never rely on his own judgement that the applicant is not an unauthorized alien," warns Tuchman. He advises that companies establish hiring practices applicable to all potential employees. INS inspectors will also be looking to see if the employer uses foreign language or appearance as a reason to discharge or not to hire eligible workers. Employers must establish a verification system even though no unauthorized alien is ever hired.

Enforcement of the law began in June, however, only warning citations will be issued for first violations through May 1988. Penalties will then be enforced for failure to comply with the verification system and hiring unauthorized aliens.

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