



February 7, 2008

This is Utah SHRM Legal-mail no. 2008-4 prepared for Salt Lake SHRM, the Human Resources Association of Central Utah (HRACU), the Northern Utah Human Resources Association (NUHRA), the Color Country Human Resources Association (CCHRA), the Bridgerland Society for Human Resource Management and Utah at-large members of the national Society for Human Resource Management (SHRM). This update is best viewed in a HTML format. Please reply with your name and "UNSUBSCRIBE" in the subject field if you no longer wish to receive this message.

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GUNS ON EMPLOYER PROPERTY BILL MOVES TO HOUSE: The Utah Senate has passed S.B. 67, a bill that would require employers and other businesses and private property holders to allow a concealed weapon on their property (such as a parking lot) as long as the weapon is concealed and secured in the car of the involved employee/visitor. Here is a link to the text of the bill:

<http://le.utah.gov/~2008/bills/sbillint/sb0067.htm> Before passage, the bill was amended to exempt homeowners from its provisions. Utah's SHRM chapters have adopted a policy of EMPLOYER CHOICE on these types of issues. This is not a pro-gun or anti-gun position. Rather, it recognizes that employers and other private property holders are in the best position to decide what happens on their property. Utah SHRM's position allows employers to assess their own security needs, culture, employee morale and other business factors and decide whether or not to allow weapons on their property. S.B. 67 takes away this right of choice and control from employers, businesses and private property holders. Here is a link to a recent *Salt Lake Tribune* article about this bill: http://www.sltrib.com/news/ci_8193019 Utah's SHRM chapters urge you to contact your representative in the Utah State House of Representatives ASAP and advocate EMPLOYER CHOICE on this important issue by asking the Representative to oppose

S.B. 67. You can find the name, email address and other contact information (by geographic location) of your House Representative by following this link: <http://www.le.state.ut.us/house/members2005/membertable1add.asp> Thank you for your help on this matter.

IMMIGRATION EMPLOYMENT LAWSUIT BILL NOW IN

SENATE: A bill now pending in the Utah Senate allows the filing of a discrimination lawsuit by an employee discharged by an employer when at the same time the employer leaves in a similar job someone the employer knows or should know is an illegal immigrant. S.B. 81 (text found at: <http://le.utah.gov/~2008/bills/sbillint/sb0081.htm>) attempts to address a broad range of issues related to illegal immigration. For example, in addition to the new employment discrimination cause of action discussed above, the bill also prohibits employers from issuing identification documents to illegal immigrants and requires public employers and contractors to use the federal electronic verification program when hiring new workers. The bill is now pending before a Senate Committee. If you are interested in commenting on the bill, here is a link to webpage listing the members of the Senate Committee considering it:

<http://www.le.state.ut.us/asp/interim/Commit.asp?Year=2008&Com=SSTGOP>

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Legal-mail is a legal and legislative update service sent out about twice a month to various Utah SHRM members and chapters. As a courtesy to SHRM, the Utah law firm of Jones Waldo Holbrook & McDonough P.C. underwrites the costs of the service. If you have any questions or comments, please contact Michael Patrick O'Brien.

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