

Franchisee Association Members,

Due to the government shutdown, the E-Verify system by which employers check the immigration status of potential workers has been temporarily placed offline. The Department of Homeland Security (DHS) and Social Security Administration (SSA) recently issued a notice regarding the impact of the E-Verify shutdown, explaining employers' options in carrying out the hiring process. You can view the notice here (<https://e-verify.uscis.gov/emp/vislogin.aspx?JS=YES>)

For LJS Franchisee members who do business in states which mandate E-Verify, DHS and SSA have suspended the 'three-day rule' for processing employment eligibility queries. Note, however, that the suspension of this rule does not also suspend the three-day rule for completing Section 2 of the Form I-9; you are instructed to record and complete the I-9 process within three business days from your employee's start date.

For employees with "Tentative Non-Confirmations" (TNC's), the time period for resolving TNC issues will be extended. Specifically, the federal government will not include "shutdown" days towards the eight workdays in which your employee has to go to SSA or contact DHS for TNC issues. **DHS and SSA caution you NOT take any adverse action against an employee because of a pending TNC during the shutdown.**

While E-Verify is unavailable, you will not be able to access your E-Verify account. As a result, you will be unable to:

- Enroll any company in E-Verify
- Verify employment eligibility
- View or take action on any case
- Add, delete or edit any User ID
- Reset passwords
- Edit your company information
- Terminate an account
- Run reports
- View 'Essential Resources.' Found at www.dhs.gov/e-verify.

In addition, E-Verify Customer Support and related services are closed. As a result:

- **Employees will be unable to resolve Tentative Nonconfirmations (TNCs).**
- Telephone and e-mail support will be unavailable. You may send e-mails, however, we cannot respond until we reopen.
- E-Verify webinars and training sessions are cancelled
- E-Verify Self Check will not be available

If you have any questions, call Misty Chally at 202-416-0270.

Wayne M. Hougland, Executive Director