



South Carolina
Department of Labor, Licensing and Regulation



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**LLR Announces Changes to E-Verify in Response
to Federal Government Shutdown**

South Carolina employers will not be penalized because of the inability to E-Verify a new hire within three business days during the federal government's shutdown, the S.C. Department of Labor, Licensing and Regulation (LLR) said today.

"The interruption with E-Verify is a concern right now for employers in our state," LLR Director Holly Pisarik said. "I want to assure employers that during the time the federal government is shut down, LLR's Office of Immigrant Worker Compliance will not penalize them for not being able to verify that their new hires are authorized to work in the United States."

South Carolina employers should follow the instructions listed below from E-Verify regarding verification of new hires during the government shutdown:

<https://e-verify.uscis.gov/emp/vislogin.aspx?JS=YES>

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.' Please note that all essential resources may be found by visiting 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.

We understand that E-Verify's unavailability may have a significant impact on your company's operations. To minimize the burden on both employers and employees, the following policies have been implemented:

- The 'three-day rule' for E-Verify cases is suspended for cases affected by the shutdown. We'll provide additional guidance once we reopen. This does NOT affect the Form I-9 requirement—employers must still complete the Form I-9 no later than the third business day after an employee starts work for pay.
- The time period during which employees may resolve TNCs will be extended. Days the federal government is closed will not count toward the eight federal government workdays the employee has to go to SSA or contact DHS. We will provide additional time once we reopen.
- For federal contractors complying with the federal contractor rule, please contact your contracting officer to inquire about extending deadlines.
- **Employers may not take any adverse action against an employee because of an E-Verify interim case status, including while the employee's case is in an extended interim case status due to a federal government shutdown.** (Consult the E-Verify User Manual for more information on interim case statuses).