

When Does 3 Days Start for Completing I-9?

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All employers should know their portion of the I-9, Section 2, must be completed within three days of the employee's first day of work/date of hire. However, when does the three-day period start? Recently, the USCIS announced companies have three days after the employee's date of hire to complete Section 2 and open a case in E-Verify (if the company is using E-Verify). This is sometimes referred to as the "Thursday Rule", meaning an employer, who hires an employee on Monday, has until Thursday to have the I-9 form/E-Verify completed. ICE confirmed it would "respect" the "Thursday Rule" in their audits.