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Client Alert: DHS Ends Automatic EAD Extensions Effective October 30, 2025

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On October 29, 2025, the U.S. Department of Homeland Security (DHS) issued an interim final rule ending automatic extensions of employment authorization documents (EADs) for certain foreign nationals filing renewal applications.

What Changed:

Starting October 30, 2025, individuals who file to renew their EAD will no longer receive an automatic extension. Exceptions remain for renewals authorized by statute or through a Federal Register notice, such as those related to Temporary Protected Status (TPS).

What This Means for You:

1. No automatic extension for EADs filed on or after October 30, 2025.
2. Renew early: U.S. Citizenship and Immigration Services (USCIS) recommends filing renewal applications up to 180 days before expiration to avoid lapses in work authorization.
3. Existing extensions remain valid: EADs automatically extended before October 30, 2025, are not affected by this rule.

Implications for Employers and Employees:

This change may significantly impact employees who rely on timely EAD renewals and employers responsible for Form I-9 compliance. Employers should proactively review upcoming EAD expirations and ensure renewal applications are filed well in advance.

Key Takeaways:

1. Plan ahead to avoid disruptions in employment authorization.
2. Monitor expiration dates and file renewals early.
3. Contact immigration counsel for guidance on compliance and strategy.

We're Here to Help:

Shumaker's Immigration Team is available to assist with renewal planning and compliance strategies. For more information, please reach out to a member of our team.

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