

Dear UAMS International Community,

The Office of Immigration Services at UAMS would like to inform all employees of an important announcement from the U.S. Department of Homeland Security (DHS) that may impact individuals who hold Employment Authorization Documents (EADs).

On October 28, 2025, DHS issued an [interim final rule](#) that **ends the automatic extension of employment authorization documents** for certain categories of noncitizens who have submitted renewal applications.

What This Means:

- Beginning October 30, 2025, many individuals who file to renew their EAD will no longer receive an automatic extension of employment authorization while the renewal is pending.
- Limited exceptions remain for extensions authorized by law or through Federal Register notices, such as those related to Temporary Protected Status (TPS) and F-1 STEM OPT applicants.
- DHS and U.S. Citizenship and Immigration Services (USCIS) indicate that this change is intended to allow for more frequent screening and vetting of individuals who apply for work authorization in the United States.

Who is Affected:

- The following categories were previously eligible for the automatic 540 day extension, but will now be affected:
 - A03 – Asylees
 - A05 – Refugees
 - A12/C19 – TPS Beneficiaries (unless announced by separate Federal Register notice)
 - A17 – E-3 Dependent Spouses
 - C08 – Pending Asylum Applicants
 - C09 – Pending Adjustment of Status Applicants
 - C26 – H-4 Dependents
 - Other Categories (please consult with your Immigration Attorney)
- The following categories are **not** affected by this interim rule:
 - F-1 STEM OPT Applicants
 - F-1 to H-1B “Cap Gap” Extension Applicants
 - E-3 Spouses, if I-94 lists “E-3S” status designation
 - TPS Beneficiaries, where extensions are granted through Federal Register notices

Action Required:

To avoid any interruption in work authorization, USCIS recommends filing EAD renewal applications up to 180 days before the current EAD expires. Late filings could result in a temporary lapse in employment authorization once this rule takes effect.

Key Date:

- Effective Date: October 30, 2025
- EAD applications that were filed before October 30, 2025 have already been extended automatically and the new rule will not affect any current, pending EAD applications.

We strongly encourage anyone currently working under an EAD to check their card's expiration date and plan to file for renewal well in advance. Our office will be reaching out to any employee who may encounter issues with this new rule shortly.

If you have any questions or need guidance regarding your specific situation, please contact the UAMS Immigration Services at AskImmigration@UAMS.edu as soon as possible.

Thank you for your prompt attention to this important update.

UAMS Immigration Services Team