

Highlights of the 2025–2026 Edition

The 2025–2026 Edition of the *Immigration Employment Compliance Handbook* contains:

- Latest information on ICE’s aggressive worksite enforcement strategy (the high-profile, massive show-of-force worksite raids that were common during the first Trump Administration have returned—these worksite operations are expected to increase as more resources are made available to immigration enforcement under the July 2025 reconciliation law)
- Report on developments impacting employers’ work verification obligations, including new rules and policies on EAD auto-extensions for I-765 renewal applicants, periods of H-1B cap-gap extension, portability benefits for H-2A and H-2B workers changing employers, and auto-extensions of green cards for I-90 renewal applicants (employers must incorporate these updates into their I-9 verification program)
- Analysis of the new edition of Form I-9, dated 01/20/25 (sample forms are added to illustrate completion of the new form in numerous situations)
- Discussion of recent terminations of temporary protected status and parole programs as part of the Trump Administration’s mass deportation agenda as well as the court ruling providing temporary relief (best practices are provided for companies with employees impacted by these fluid conditions)
- Analysis of new E-Verify “Status Change Reports,” which establish a new obligation for E-Verify employers—these reports identify E-Verify cases with an EAD that has been revoked, and the employer must reverify the work authorization of these workers within a reasonable period (E-Verify employers must run these reports on a regular basis as USCIS will update them on an ongoing basis)
- Update on E-Verify+, which places employers at the center of the E-Verify process—all E-Verify employers now have access to E-Verify+ in their account (employers cannot require use of the service by employees; employees have an opt-out option)
- Report on the IER’s re-launch of the Protecting U.S. Workers Initiative, which focuses on enforcement against companies that unlawfully discriminate against U.S. workers by demonstrating a preference for hiring foreign workers (employers must review job postings, ads, job applications, and other recruitment to ensure that they display no hiring preference for foreign workers, particularly for recruitment mandated for participation in DOL-administered visa programs)
- UPDATE SERVICE FOR WESTLAW USERS—interim electronic updates to *Immigration Employment Compliance Handbook* via Fragomen Business Alerts (“FRAGALERTS”) database (see Preface for details)