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Maximum validity periods of some Employment Authorization Documents will be reduced

WASHINGTON – U.S. Citizenship and Immigration Services updated its [Policy Manual](#) to reduce the maximum validity period for Employment Authorization Documents (EAD) for certain categories of aliens. This update also incorporates changes to EAD validity periods made by recent legislation to ensure proper vetting and screening of aliens.

The reduced maximum validity periods for certain categories will result in more frequent vetting of aliens who apply for authorization to work in the United States. Vetting an alien more often will enable USCIS to deter fraud and detect aliens with potentially harmful intent so they can be processed for removal from the United States.

“Reducing the maximum validity period for employment authorization will ensure that those seeking to work in the United States do not threaten public safety or promote harmful anti-American ideologies. After the attack on National Guard service members in our nation’s capital by an alien who was admitted into this country by the previous administration, it’s even more clear that USCIS must conduct frequent vetting of aliens.” said Director Joseph Edlow.

The maximum validity period for initial and renewal EADs will be changed from 5 years back to 18 months for several categories of aliens:

- Aliens admitted as refugees;
- Aliens granted asylum;
- Aliens granted withholding of deportation or removal;
- Aliens with pending applications for asylum or withholding of removal;
- Aliens with pending applications for adjustment of status under INA 245; and
- Aliens with pending applications for suspension of deportation, cancellation of removal, or relief under the Nicaraguan Adjustment and Central American Relief Act.

This change affects aliens with applications for employment authorization that are pending or filed on or after Dec. 5, 2025, and based on any of the above categories.

As required by H.R. 1 - One Big Beautiful Bill Act, Public Law 119-21, 139 Stat. 72, (H.R. 1), signed into law on July 4, 2025, the validity period for initial and renewal employment authorization documents will be one year or the end date of the authorized parole period or duration of Temporary Protected Status (TPS), whichever is shorter for the following categories:

- Aliens paroled as refugees;
- Aliens granted TPS;
- Aliens granted parole;

- Aliens with a pending TPS application; and
- Alien spouse of entrepreneur parole.

On July 22, 2025, USCIS published a Federal Register [notice](#) and issued an [announced implementation of H.R. 1](#). These validity period requirements apply to any Form I-765, Application for Employment Authorization, pending or filed on or after July 22, 2025.

For more information on applications for employment authorization, visit our [Employment Authorization Document page](#).

For more information on USCIS and its programs, please visit uscis.gov or follow us on [X \(formerly Twitter\)](#)[↗], [Instagram](#)[↗], [YouTube](#)[↗], [Facebook](#)[↗] and [LinkedIn](#)[↗].

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