



Center for Immigration
Law and Policy



August 4, 2025

RE: Current Status of Employment Authorization of Nepali, Honduran, and Nicaraguan TPS Holders Pursuant to Court Order in *National TPS Alliance v. Noem*, Case No. 25-cv-05687-TLT

To Whom It May Concern:

This letter concerns the current employment authorization status of Nepali, Honduran, and Nicaraguan TPS holders. Despite the June 24, 2025 printed end date on the employment authorization documents (EADs) of Nepali TPS holders, and the July 5, 2025 printed end date on the EADs of Honduran and Nicaraguan TPS holders, their employment authorization will remain valid **until at least November 18, 2025**, pursuant to the July 31, 2025 order of the United States District Court for the Northern District of California in *National TPS Alliance v. Noem*, Case No. 25-cv-05687-TLT. The court granted a motion to postpone the decision of the Department of Homeland Security to terminate TPS for Nepal effective August 5, 2025, and the decision to terminate TPS for Honduras and Nicaragua effective September 8, 2025. These TPS decisions have been postponed to preserve the status quo until a hearing on the merits on November 18, 2025, where the postponement will be subject to extension.

USCIS has updated its official webpage to confirm that TPS for Nepal, Honduras, and Nicaragua remain valid through at least November 18, 2025 in compliance with the court's order on this subject. *See* USCIS, Temporary Protected Status Designated Country: Nepal, at <https://www.uscis.gov/humanitarian/temporary-protected-status/temporary-protected-status-designated-country-nepal>; USCIS, Temporary Protected Status Designated Country: Honduras, at <https://www.uscis.gov/humanitarian/temporary-protected-status/temporary-protected-status-designated-country-honduras>; USCIS, Temporary Protected Status Designated Country: Nicaragua, at <https://www.uscis.gov/humanitarian/temporary-protected-status/temporary-protected-status-designated-country-nicaragua>.

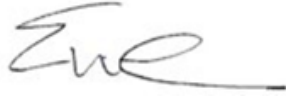
Please note that employers are *required* to accept a valid automatic extension, along with a facially expired EAD, as proof of employment authorization. *See* 90 Fed. Reg 5961 at 5969 (“If you present an EAD that USCIS has automatically extended, employers should accept it as a valid List A document if the EAD reasonably appears to be genuine and to refer to you.”). Employers may be subject to liability for “reject[ing] lawful documentation, requir[ing] additional documentation, or otherwise discriminat[ing]” against employees based on citizenship or immigration status. *Id.* State law may also prohibit such discrimination—as, for example, it does in California.

Thank you for your attention to this important matter. If you have further questions, please direct them to legal@ntpsalliance.org.

American Civil Liberties Union Foundation of Northern California

EXECUTIVE DIRECTOR Abdi Soltani • BOARD CHAIR Magan Pritam Ray
SAN FRANCISCO OFFICE: 39 Drumm St. San Francisco, CA 94111 • FRESNO OFFICE: PO Box 188 Fresno, CA 93707
TEL (415) 621-2493 • FAX (415) 255-1478 • TTY (415) 863-7832 • WWW.ACLUNC.ORG

Sincerely,



Emi MacLean
ACLU of Northern California

Jessica Bansal
National Day Laborer Organizing Network

Ahilan Arulanantham
UCLA Center for Immigration Law and Policy

Counsel for Plaintiffs in *National TPS Alliance, et al. v. Kristi Noem, et al.*