

U.S. and Canadian Immigration and Nationality Law (Bimonthly) Newsletter and Updates.

Dear Reader,

In the ever-changing world of immigration and employment law, recent developments continue to shape how employers manage their global workforce. The U.S. Citizenship and Immigration Services (USCIS) has clarified that the newly proposed \$100,000 H-1B fee will not apply to foreign nationals already in the U.S. seeking a change of status. This brings relief to U.S. employers and international graduates working under F-1 OPT or STEM OPT authorizations, who can now focus on career advancement without facing additional financial barriers. The clarification underscores the government's recognition of the vital role international talent plays in supporting U.S. innovation and business competitiveness.

At the same time, renewed leadership at the Equal Employment Opportunity Commission (EEOC) and the Department of Labor (DOL) signals a strengthened focus on workplace compliance and equity enforcement. Employers can expect heightened attention to religious accommodations, diversity and inclusion practices, and wage and hour compliance. This shift highlights the importance of proactively reviewing internal policies to ensure alignment with Title VII, ADA, and the Pregnant Workers Fairness Act. As regulatory guidance continues to evolve, businesses that maintain transparent, inclusive, and compliant workplaces will be better positioned for long-term success.

Additionally, the U.S. Supreme Court's decision to leave intact the rule permitting H-4 dependent spouses to work in the U.S. provides continued stability for thousands of families. Employers should view this as an opportunity to support dual-career households and strengthen employee retention. However, ongoing

developments—such as pay transparency laws for remote roles and the handling of disability-related claims—remind employers of the growing complexity of compliance. Staying informed and responsive to these evolving legal landscapes is crucial to maintaining a fair, lawful, and globally competitive employment environment.

We encourage you to stay informed as immigration policies evolve. If you have any questions about how these changes may affect your status, workforce, or travel plans, please contact NPZ Law Group at info@visaserve.com or call 201-670-0006 (ext. 104). Our experienced U.S. and Canadian immigration attorneys are ready to provide strategic and compassionate assistance.

Know Your Rights: What to Do If ICE Comes to Your Home, Workplace, or Stops You in Public (English & Spanish Versions). [Please click here to download and feel free to share it with your friends and family.](#)

Here are this month's top stories to keep you informed:

EAD RENEWAL ALERT: DHS ENDS AUTOMATIC EXTENSIONS STARTING OCTOBER 30, 2025.

The U.S. Department of Homeland Security (DHS) has announced an interim final rule that will end the automatic extension of Employment Authorization Documents (EADs) for certain renewal applicants starting October 30, 2025.

[To read more, please click here . . .](#)

USCIS ANNOUNCES MANDATORY ELECTRONIC PAYMENTS FOR PAPER-FILED FORMS.

Effective October 28, 2025, the U.S. Citizenship and Immigration Services (USCIS) announced that it will no longer accept checks or money orders for most immigration applications and petitions. Moving forward, all paper-filed forms must include electronic payment through either credit/debit card or ACH (bank account) transactions.

[To read more, please click here . . .](#)

USCIS MOVES FORWARD WITH \$100,000 H-1B FEE DESPITE LEGAL CHALLENGE: WHAT EMPLOYERS AND APPLICANTS NEED TO KNOW.

The U.S. immigration community is closely watching as USCIS begins implementing the controversial \$100,000 H-1B petition fee, even while a major lawsuit filed by the U.S. Chamber of Commerce seeks to block the rule before next year's H-1B lottery.

[To read more, please click here . . .](#)

H-1B PROCLAMATION FAQ: USCIS CLARIFIES \$100,000 FEE AND OCTOBER 2025 UPDATES.

On September 19, 2025, President Trump signed a Presidential Proclamation requiring a \$100,000 payment for certain H-1B petitions. Since then, federal agencies have released several rounds of clarifications.

[To read more, please click here . . .](#)

MARRIAGE TO A U.S. CITIZEN: UNDERSTANDING THE NEW RULES FOR GREEN CARD APPLICATIONS UNDER THE TRUMP ADMINISTRATION.

Navigating Marriage-Based Green Cards in Today's Immigration Climate

Marrying a U.S. citizen is often seen as one of the most straightforward pathways to obtaining a green card. However, recent procedural updates under the Trump administration have introduced new layers of scrutiny and administrative changes that applicants need to understand before filing.

[To read more, please click here . . .](#)

USCIS REFOCUSSES ON PUBLIC CHARGE: WHAT GREEN CARD APPLICANTS SHOULD KNOW UNDER THE TRUMP 2.0 POLICY APPROACH.

The U.S. Citizenship and Immigration Services (USCIS) has reaffirmed its commitment to enforcing the public charge inadmissibility standard more strictly, signaling a renewed focus on self-sufficiency for individuals applying for permanent residence in the United States.

[To read more, please click here . . .](#)

USCIS CLARIFIES H-1B FEE EXEMPTIONS AS EEOC AND DOL STEP UP WORKPLACE OVERSIGHT.

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DOS VISA BULLETIN UPDATE: VISA BULLETIN FOR NOVEMBER 2025 - IF YOUR "PRIORITY DATE" IS CURRENT, PLEASE LET US KNOW?

The November 2025 Visa Bulletin brings another month of largely stable Employment-Based categories and slight movement in some Family-Based preferences. With limited visa number availability early in FY 2026, the Department of State maintains consistency to manage demand, while the EB-4 Religious Worker program remains “Unavailable.” Here’s what you need to know.
[Read more . . .](#)

[To view the current cutoff dates for each visa preference category and country of chargeability, please click here to access two charts provided by the U.S. Department of State's monthly visa bulletin.](#)

CANADIAN IMMIGRATION LAW NEWS.

CANADA TIGHTENS COMPLIANCE RULES FOR EMPLOYERS HIRING TEMPORARY FOREIGN WORKERS.

The Canadian government recently reaffirmed its stance on temporary foreign workers (TFWs) and employer compliance, signaling a more rigorous approach to how employers hire and manage foreign nationals.

[To read more, please click here . . .](#)

TEMPORARY FOREIGN WORKERS IN CANADA: SEPARATING MYTHS FROM FACTS.

Canada’s economy depends on a strong and diverse workforce. As many industries continue to face labor shortages, the Temporary Foreign Worker Program (TFWP) has become an essential tool for employers seeking to fill critical gaps while remaining compliant with Canadian immigration laws.

[To read more, please click here . . .](#)

CANADA’S C44 WORK PERMIT OPTION FOR POST-DOCTORAL RESEARCHERS.

Canada continues to attract global academic talent by offering immigration pathways that recognize research excellence.

[To read more, please click here . . .](#)

**NPZ's Immigration Insights: New YouTube Series
on U.S. & Canadian Law**

H-1B \$100,000 FEE: USCIS CLARIFICATIONS AND WHAT EMPLOYERS NEED TO KNOW.



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H-1B \$100,000 Fee: USCIS Clarifications and What Employers Need to Know

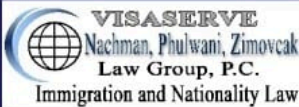
VISAS ARE NOT AFFECTED.

David Nachman, Esq.
Managing Attorney






USCIS ENDS AUTOMATIC EAD EXTENSIONS – WHAT YOU NEED TO KNOW.



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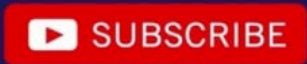


USCIS Ends Automatic EAD Extensions – What You Need to Know

TO RE

David Nachman, Esq.
Managing Attorney





UPCOMING EVENT

A Guide to Naturalization in 2025: Navigating Recent Policy Changes

November 18th, 2025

Time: 9:00am

Venue: Webinar

Register at <https://njsba.com/event/a-guide-to-naturalization-in-2025-na...>

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