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Employer Alert: Supreme Court Decision on Haitian & Syrian TPS



What Happened?

Today, June 25, 2026, the U.S. Supreme Court ruled that the federal government may proceed with terminating Temporary Protected Status (TPS) for Haiti & Syria while related litigation continues. The decision **does not itself end an employee's work authorization or invalidate an existing Employment Authorization Document (EAD)**. Employers should await implementation guidance from USCIS regarding effective dates, Form I-9 obligations, and any reverification requirements before taking employment

action.

What Employers Should Know

Employers should **not assume that all Haitian employees rely on TPS for work authorization**. Many Haitian & Syrian employees are authorized to work through other immigration benefits, including pending asylum applications with valid Employment Authorization Documents (EADs). Employment decisions should always be based on an employee's current work authorization documents—not assumptions based on nationality or immigration status.

Where to Turn for Guidance

When questions arise, employers should consult official USCIS guidance and experienced immigration counsel before taking any employment action. Employers should also be mindful of their anti-discrimination obligations. The Massachusetts Attorney General's *Guidance for Employers Regarding Immigration and Work Authorization* reminds employers that they must comply with both employment verification requirements and federal and state laws prohibiting discrimination based on citizenship, immigration status, or national origin. Other states have similar guidance.

Pathway for Immigrant Workers provides guidance to both employers and employees navigating these rapidly changing immigration issues. Consultations can be scheduled through our [website](#).

Our Perspective

Our thoughts are with the Haitian TPS holders whose lives and livelihoods have been thrown into uncertainty, and with the employers and communities that depend on their contributions. When longtime employees lose work authorization, businesses lose experienced workers, families lose stability, and communities are diminished. We remain committed to helping employers and workers navigate these changes lawfully and compassionately.

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About PIW

Pathway for Immigrant Workers is a 501(c)(3) nonprofit providing low cost legal services to employers so that they can sponsor their lower-wage workers for lawful permanent residency.

To learn more, schedule a telephone meeting:
myimmigrantpathway.org/contact



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