



# Washington Update

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Thursday, November 20, 2025 | 12:00 p.m. ET

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# Agenda

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1. ED's Interagency Agreements
2. IRS/Treasury Penalty Relief for “No Tax on OT”
3. USCIS Rule Ending EAD Auto Extension
4. H-1B Visa Increase Guidance



# ED Announces Six Interagency Agreements

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1. Agreements with ED, DOL, DOI, HHS, and State
2. Programs under OPE's jurisdiction moving to DOL

# IRS/Treasury “No Tax on Overtime” Penalty Relief

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1. Employers will not face penalties for failing to file correct information returns or furnish correct payee statements for tax year 2025 for new overtime compensation reporting requirements established in OBBBA
2. Encourages employers to provide employees with overtime compensation information to determine whether they qualify for OBBBA deduction

# DHS Ends Automatic Extension for EADs

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1. Interim final rule eliminates existing 540-day automatic extension for certain renewals
2. USCIS recommends renewals be filed 180 days before expiration
3. Effective October 30, 2025, but does not impact extensions granted before that date

# H-1B Visa Increase Guidance

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## Background on Proclamation for H-1B visa fee

1. Increases fee for new H-1B petitions to \$100,000 (does not apply to renewals)
2. Authorizes DHS to exempt individuals, companies, or industries if hiring is in national interest of US
3. Lawsuits filed on October 3; October 16

# H-1B Visa Increase Guidance

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1. **Not Affected:** Extensions · Amendments · Changes of status (including employer) · Current visa holders
2. **Affected:** New H-1B filings for beneficiaries outside the U.S. without valid visas or consular-notification cases after Sept 21
3. **Exceptions:** only in *extraordinarily rare* cases where no U.S. worker is available and payment would undermine U.S. interests.
4. **Payment:** Fee must be paid via [pay.gov](https://pay.gov) before filing; proof of payment required with petition

# Have a Question?



Submit questions to our presenters  
using the Chat.





# Thank You

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