

What Employers Need to Know About the Latest DACA Lawsuit

What Happened?

On **January 17, 2025**, the **5th Circuit Court ruled against DACA** but kept **renewals open—for now**. A district court in the Texas case will now determine whether Texas DACA recipients can also have access to work authorization.

What Does This Mean for Employers?

- **DACA recipients are still authorized to work**—Current DACA recipients maintain their **protections from deportation** and their **right to work legally** in the U.S.
- **Renewals for current recipients will continue**—Eligible individuals **should renew their DACA as soon as possible**. The legal landscape is uncertain, and changes could happen quickly after plaintiffs and defendants decided not to appeal the decision.
- **No new DACA applications will be processed**—The Department of Homeland Security (DHS) will still accept first-time DACA applications, but **these will not be processed**.
- **No DACA holders in Texas should be in danger** of losing work authorization imminently until a Texas district court determines what the next steps for the program in that state.

What Employers Can Do

- **Ensure DACA recipients continue working without disruption**—If employees have valid work authorization through DACA, they remain **legally employed**.
- **Encourage employees to renew as soon as possible**—Direct them to **legal service providers** for guidance on renewals.
- **Stay informed and prepared**—Legal challenges to DACA are ongoing, and further court decisions may impact recipients' employment status.

What Happens Next?

This lawsuit is part of continued legal battles targeting DACA and immigrant workers. The future of DACA remains uncertain, making **advocacy and awareness critical**. Employers play a key role in ensuring immigrant employees feel secure and informed about their options.

By staying vigilant and supporting DACA recipients, employers can help safeguard workplaces from disruption and ensure employees are protected.