

YOUR WORKING CHECKLIST

Changing employers: I-140, I-485 and job-portability requirements

Does an I-485 pending 180 days automatically approve a job change?

Changing employers during employment-based residence can raise different questions at the labor-certification, petition and adjustment stages. INA 204(j) job portability has specific conditions, including the relevant I-140 framework, an I-485 pending at least 180 days and a same-or-similar occupational classification. Waiting 180 days alone is not blanket permission to change work.

Check the boxes on screen or by hand. Use the notes area for records to find and questions to ask.

Your preparation checklist

- ☐ Identify the labor-certification, petition and adjustment stage.
- ☐ Check the relevant I-140 and I-485 history.
- ☐ Compare actual duties and occupational classification.
- ☐ Keep work authorization and priority retention separate.

Notes and questions to follow up

Source links and current instructions

Sources checked October 25, 2026. Follow current instructions at the linked institution.

USCIS: USCIS Policy Manual: job portability under INA 204(j)
<https://www.uscis.gov/policy-manual/volume-7-part-e-chapter-5>

Return to the complete guide

<https://immigrantinsider.com/immigration-paths/permanent-work/employer-change/>

General information

This free organizer is not a government form and does not submit an application, establish eligibility, preserve a deadline or replace individual legal advice. Government filing fees and professional services are separate.