

YOUR WORKING CHECKLIST

Temporary-worker dependents: family status and spouse work rules

Can every H-4 spouse work immediately?

A temporary worker's spouse or child has a separate dependent classification and admission record. Work permission is not uniform: certain H-4 spouses must obtain an approved EAD, while qualifying L-2S and E-2S spouses have different incident-to-status rules. Those spouse provisions should not be applied to children.

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 actual dependent classification and relationship.
- ☐ Separate spouse and child employment rules.
- ☐ Check the current I-94 and authorization basis.
- ☐ Distinguish EAD eligibility from an approved EAD.

Notes and questions to follow up

Source links and current instructions

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

USCIS: Employment authorization for certain H-4 spouses

<https://www.uscis.gov/working-in-the-united-states/temporary-workers/h-1b-specialty-occupations/employment-authorization-for-certain-h-4-dependent-spouses>

USCIS: L-1A family: L-2S spouse employment authorization

<https://www.uscis.gov/working-in-the-united-states/temporary-workers/l-1a-intracompany-transferee-executive-or-manager>

USCIS: E-2 family and spouse employment authorization

<https://www.uscis.gov/working-in-the-united-states/temporary-workers/e-2-treaty-investors>

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Source links (continued)

Office of the Federal Register / eCFR: 8 CFR 214.2: classification-specific temporary-worker requirements

<https://www.ecfr.gov/current/title-8/section-214.2>

Return to the complete guide

<https://immigrantinsider.com/immigration-paths/work/work-dependents/>

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.