

H-1B Advanced



International Scholars Operations (ISO)

03/12/2025





AGENDA

- > **H-1B Overview**
- > **Ineligibility for H-1B**
- > **Prevailing Wage Determinations & LCAs**
- > **Q&A Break 1**
- > **Troubleshooting with USCIS**
- > **After the Approval**
- > **Ending H-1Bs**
- > **H-4 Dependents**
- > **Q&A Break 2**



H-1B OVERVIEW



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H-1B TEMPORARY WORKER

- > Worker coming to U.S. to work in a “specialty occupation”
- > Position must require at least a bachelor’s degree in a relevant field
- > More compatible with application for permanent residence than J-1, F-1, TN, or E-3
- > Filing fees of up to \$3,765

H-1BS ARE HIGHLY REGULATED

- > **Cap of 85,000 new H-1Bs per year for private employers (UW is not subject to this cap.)**
- > **“Specialty occupation” definition is narrowly interpreted**
- > **Limited to 6 years of total H-1B time (with exceptions)**
- > **Changes must be reported to Department of Labor (DOL) and U.S. Citizenship and Immigration Services (USCIS)**

UW LIMITS ON H-1B ELIGIBILITY

UW ONLY SPONSORS FOR THESE FULL-TIME POSITIONS:

- > **Academic personnel titles listed on H-1B page, including:**
 - Professorial tracks
 - Postdoctoral researchers
 - Some other academic personnel titles
- > **Staff positions approved by UWHR**

UW LIMITS ON H-1B SPONSORSHIP LENGTH

- > **UW allows units to choose sponsorship duration for academic appointments:**
 - Units can sponsor for current appointment dates, OR
 - Sponsor for up to the maximum allowed by UW appointment eligibility and US immigration law
- > **Staff positions are generally sponsored for up to the 3-year maximum**

EXAMPLES

- > **Assistant professor with clock waiver but no academic review yet**
 - Under old practice, visa could only be extended for one year
 - Under new practice, visa can be extended for up to three years
- > **Incoming postdoctoral scholar appointed for two years**
 - Under old practice, visa could only be issued for two years
 - Under new practice, visa can be issued for up to three years



INELIGIBILITY FOR H-1B STATUS



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WAYS TO BE INELIGIBLE FOR H-1B

- > **Subject to 212(e) two-year home residence requirement**
- > **Already used up all available H-1B time**
- > **Out of status or significant lapse in status**
- > **Inadequate credentials**

ISO screens for all of these issues as part of the visa request process.

212(E) TWO-YEAR HOME RESIDENCE REQUIREMENT

- > **Applies to some J-1 exchange visitors based on**
 - Receipt of government funding
 - Applicability of home country “skills list”
 - Participation in graduate medical training as J-1
- > **Employee can get an advisory opinion from Department of State if uncertain whether this requirement applies**
- > **Scholars can apply for waivers of this requirement, but:**
 - Waivers can take a long time to get
 - Not everyone is eligible for a waiver

LIMITS ON H-1B TIME

- > **Scholars are limited to 6 years in H-1B status unless they leave the U.S. for one year**
- > **Examples:**
 - New hire who spent 6 years in H-1B, then changed to an F-1, got a new degree, and is offered a new position at UW
 - This person is not eligible for a new H-1B unless they spent 365 days outside the U.S. during their F-1
 - Faculty hire who has already worked at UW or another employer in a different position for 4-5 years on H-1B
 - This person only has 1-2 years remaining of H-1B eligibility and may require close management of green card sponsorship

HOW TO GET MORE THAN SIX YEARS ON H-1B

- > **Restart** after a year spent abroad
- > **Recapture** time spent outside the U.S. during H-1B
- > **“AC21” extension** based on in-process green card application
 - 1-year extensions for scholars with an **approved or pending labor certification application or I-140 immigrant petition** that was filed 365+ days before the end of the sixth year
 - 3-year extensions for anyone with an **approved I-140** subject to a per-country backlog (usually India or China)



OUT OF STATUS

- > **If scholar's current immigration status in the U.S. has ended, they may be ineligible to change status to H-1B (or any other status)**
- > **Depending on how long they've been out of status, they may be able to leave the U.S. and reenter on a new H-1B.**

INADEQUATE CREDENTIALS

- > **Foreign medical graduates who will engage in patient care must**
 - Have completed all three steps of the U.S. Medical Licensing Exam
 - Have a valid state license, if required
 - If graduate of medical school outside of U.S. and Canada, must also have certificate from Educational Commission of Foreign Medical Graduates (ECFMG)
- > **Foreign degree must be equivalent to required U.S. degree**
 - Scholar must get a foreign educational equivalency evaluation for foreign degree from a NACES member agency
 - Some professional medical degrees are not entirely equivalent to M.D.



PREVAILING WAGE DETERMINATIONS AND LCAS



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DOL PROCESSES

- > **Department of Labor (DOL) issues Prevailing Wage Determinations and certifies Labor Condition Applications (LCA)**
- > **These processes are meant to protect U.S. workers and H-1B employees from exploitation by guaranteeing**
 - Payment of “required wage” (the higher of the “prevailing wage” or “actual wage”) to H-1B employee
 - Equal working conditions to U.S. workers
 - Notice to U.S. workers of H-1B sponsorship
 - No strike, lockout, or work stoppage during H-1B sponsorship

WHAT IS THE PREVAILING WAGE?

Average wage paid to similarly employed workers in a specific occupation in the geographic area of intended employment.

- > For CBA positions, prevailing wage is set by CBA.**
- > For all non-CBA positions, ISO will do a self-determination to move the H-1B forward.**
- > For some non-CBA positions, ISO will request a determination from the Dept. of Labor to support**
 - Permanent residence sponsorship, or
 - UW's prevailing wage compliance.



PREVAILING WAGE SELF-DETERMINATION

ISO will use the Prevailing Wage Intake Form (and job posting, if competitively recruited) to choose an occupational category (“SOC”) and wage level (1-4) based on job duties and requirements, and assign a prevailing wage based on the Department of Labor’s local wage data.

FACTORS THAT DRIVE UP PREVAILING WAGE

- > **Extra degree requirements**
Does it need a PhD **and** an MBA?
- > **Extra experience requirements**
Does it really require **10 years** of progressive experience?
- > **Managing/supervising**
Even if “managing” a function or piece of equipment
- > **Combination of occupations**
Does it combine two very different job functions, or two very different specializations?

PREVAILING WAGE TIPS

When you fill out the Prevailing Wage Intake Form:

- > **Match requirements** to those listed in the ad (this is especially important for faculty positions)
- > **Describe the job in detail**, including whether it is “**entry-level**” or involves **training or direct supervision**
- > **Provide all requested information**, especially regarding teaching/instructional duties.
- > List the **absolute minimum** required experience, training, and education for the position – NOT the beneficiary’s qualifications
- > **Confirm unusually high experience requirements within unit**

ISO will contact you with any questions or concerns we have.

PREVAILING WAGE ISSUES

What if ISO's self-determination or DOL's Prevailing Wage Determination is higher than offered wage?

- (1) ISO will consider other visa options
- (2) APF will review for pay equity to see if unit can pay higher wage

LCA POSTING ISSUES

- > **Tell ISO how you want to post. Posting options are:**
 - Physical posting at the worksite(s)
 - Electronic posting via a listserv
 - Electronic posting via intranet
- > **Read ISO's email regarding the LCA.** We will always send information needed to post correctly.

What happens if the posting isn't performed correctly?

If posting wasn't done for the requisite period or at two locations at all worksites, the **LCA may need to be withdrawn and refiled.**

Q & A BREAK 1





TROUBLESHOOTING WITH USCIS



FILING WITH USCIS

- > **Once the LCA is certified, ISO prepares an I-129 petition to file with USCIS**
- > **Normal USCIS processing can take anywhere from 2 weeks to 12 months, but can be expedited by payment of the \$2,805 premium processing fee**
- > **USCIS will review the petition and attached evidence and take action (meaning approval, denial, or request for evidence)**
 - Regular processing: expect action within 2-12 months
 - Premium processing: expect action within 15 business days of filing

FILING CONDITIONS FOR CERTAIN H-1B PETITIONS

In general, **the employee must be in the U.S. in valid nonimmigrant status at the time of filing** to be eligible for change of status, extension, or change of employer.

- > **Check with the employee about any upcoming international travel plans.**
- > **For changes of status, warn the employee against international travel between the filing and approval of the petition.**
- > **For changes of employer, confirm with the employee whether they will resign their current employment before their UW start date.**

Always contact ISO if you have an update regarding international travel or early resignation!

REQUEST FOR EVIDENCE

- > **USCIS may request additional evidence or information, for example:**
 - Duties or requirements for the position
 - An itinerary or other documents for third-party worksites
 - The employee's current immigration status or eligibility for H-1B status
 - The employee's qualifications for the position
- > **ISO will contact the unit to gather evidence in response**
- > **Preparing and submitting response may require additional time**
- > **After UW response, USCIS gets more time to take final action**

REDUCED H-1B TIME

UW can request up to three years at a time on an H-1B petition. However, sometimes USCIS grants less time.

Reasons may include:

- > Mismatch between dates on employer letter, LCA, and USCIS forms
- > Professional license expires before the requested end date
- > Simple USCIS error

Always check approval notices when they arrive and contact ISO if dates don't match.



AFTER THE APPROVAL



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EMPLOYMENT CHANGES IN H-1B STATUS

H-1B status is employer- and job-specific. The following changes may require new filings with DOL and USCIS:

- > Title
- > Employing unit
- > Worksite(s)
- > Job duties

UW does not reduce FTE for any H-1B employee.

Contact ISO early if you have questions about a prospective change in employment for an H-1B employee.

CAN I ADD WORKSITES LATER? MAYBE.

- > **For worksites in the same Metropolitan Statistical Area (MSA), inform ISO:**
 - For non-CBA titles, we'll help you post notice at the new worksite for 10 business days
 - For CBA titles, we'll send notice to the union
- > **For worksites outside the MSA:**
 - Submit new visa request to ISO
 - But note UW policies may prevent these changes
- > **For short-term worksites (under 30 days), contact ISO**

These steps must be taken before the employee starts working at the new worksite.

I-94 ARRIVAL/DEPARTURE RECORD

- > Issued by DHS, either USCIS or Customs and Border Protection (CBP)
- > Records who is admitted to U.S., for how long, and in what status
- > USCIS H-1B approval notices for change or extension of status include an I-94 record at the bottom.
- > CBP also issues a new I-94 record every time the H-1B employee enters the U.S.
 - The end date on the new I-94 normally matches their approval notice.



The screenshot shows the U.S. Customs and Border Protection website interface for retrieving an I-94 record. At the top, there is a header with the U.S. Department of Homeland Security logo and the text "U.S. Customs and Border Protection Securing America's Borders". Below the header, there are two tabs: "Get I-94 Number" and "I-94 FAQ", with the latter being selected. The main content area is titled "Admission (I-94) Number Retrieval" and displays the following information:

Admission (I-94) Record Number: 69000888062

Admit Until Date (MM/DD/YYYY): 10/10/2012

Details provided on Admission(I-94) form:

Family Name:	LI
First (Given) Name:	LYDIA
Birth Date (MM/DD/YYYY):	01/01/1990
Passport Number:	P123123213
Passport Country of Issuance:	Mexico
Date of Entry (MM/DD/YYYY):	04/11/2012
Class of Admission:	B1

I-94 EXPIRATION DATE

Sometimes the I-94 expiration date will be earlier than the approval notice expiration date.

This may be because:

- > The employee's passport will expire earlier
- > The CBP officer used their discretion to admit for a shorter period
- > CBP officer error

Make sure the employee uses the I-94 website to print and *check* their new I-94 after *every* entry into the U.S.

MISSED I-94 EXPIRATIONS

- > **Staying beyond the end date on the I-94 record is technically “unlawful presence” and the employee is not authorized to work**
 - More than 180 days: 3-year bar on entry
 - More than one year: 10-year bar on entry
- > **Possible remedies for overstay include:**
 - H-1B employee asks CBP for a correction
 - H-1B employee exits, applies for a new visa stamp, and reenters
 - UW files a new petition to correct the error
 - H-1B employee contacts a private immigration attorney for legal advice



ENDING THE H-1B



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ENDING H-1B STATUS – TERMINATION / RESIGNATION

- > **If the H-1B employee resigns or is terminated before the H-1B end date, let ISO know.**
 - ISO will withdraw the H-1B and the underlying LCA.
- > **If the H-1B employee is terminated before the end of the H-1B, unit must pay reasonable repatriation costs to the home country.**
- > **Inform employee that resignation/termination date is the last day of H-1B status with UW**
- > **Grace period of up to 60 days may be available.**

THE 60-DAY “GRACE” PERIOD

- > Available upon early termination/resignation
- > H-1B employees may maintain status for up to 60 days after termination, or to end of H-1B approval, whichever is earlier
- > Allows H-1B employee to change employers or apply for change of status
- > DHS has discretion to grant or deny; if denied, H-1B employee may have to leave and reenter
- > See the USCIS website for more information.

ENDING H-1B STATUS – CHANGE OF STATUS

If the H-1B employee gets another immigration status, such as a permanent residence, let ISO know.

- > Send us a copy of the employee's green card (or other status document)**
- > We will withdraw the H-1B and the underlying LCA**

10-DAY DEPARTURE PERIOD

CBP or USCIS may grant 10-day departure period when the employee enters the U.S. in H-1B status or has their status changed or extended. If granted, this period will be noted on the I-94 record.

Things to remember about the departure period:

- > **Does not apply automatically**
 - Applies only if granted on the I-94, and
 - Does NOT apply after an early resignation or termination.
- > **Does not authorize employment.**



H-4 DEPENDENTS



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H-4 DEPENDENTS

- > **A spouse or child under the age of 21**
- > **Can get an H-4 visa at a consulate abroad**
- > **Can change or extend H-4 status inside the U.S. using Form I-539**
 - See our [H-1B Checklist](#) for more information
- > **If H-4 child will turn 21, they should see an immigration attorney to discuss options**

WHAT CAN H-4 DEPENDENTS DO?

- > H-4 dependents are allowed to study at U.S. schools
- > H-4 dependents are not allowed to work, unless they have received an employment authorization document (“EAD”) based on
 - Pending I-485 permanent residence application
 - “AC21” eligibility of H-1B spouse
- > If you want to employ an H-4 dependent, contact ISO

Q&A

Q: Is there any risk to the PI/department for maximizing H-1B sponsorship duration rather than limiting to current appointment length? If so, what are the risks?

A: If UW terminates (which includes nonreappointment) the H-1B employee before the end of the H-1B, the unit must offer to pay the “reasonable costs of repatriation” to their home country. Please always notify ISO if employment will end before the end of the H-1B.

Q: Are H-1B faculty responsible for pursuing their own permanent residence, or do we handle that for them?

A: As soon as ISO gets the H visa request for a faculty member, ISO will start to track the deadlines and work toward UW-sponsored permanent residence. Faculty members always also have the option to self-sponsor for permanent residence (e.g. National Interest Waiver, through marriage to a US citizen, etc.). If you offer a position to a faculty member who won't start until much later, please notify ISO so that we can start the permanent residence sponsorship process.

Q&A - 2

Q: Are units allowed to set their own policies re: what visas we initially will approve for scholars? An example would be requiring postdoctoral scholars to exhaust J1 eligibility prior to pursuing an H-1B visa.

A: UW currently requires postdoctoral scholars to exhaust all available J-1 or F-1 OPT eligibility before moving to an H-1B. With that said, ISO will never force a unit to sponsor a visa that they don't want to, because of the effort and cost involved. Units should discuss any additional limitations/policies they're considering with ISO.

Q: Can you add the USCIS premium processing fee midstream after the H-1B petition is filed?

A: Yes. That said, the earlier we initiate premium processing with USCIS, the more certainty it gives for the unit and the scholar.

Q: What happens if an H-1B employee needs to go on full medical leave?

A: Any protected leave (e.g. FMLA, PFML) is fine and should not impact their H-1B; but they cannot take extended, non-covered unpaid leave or permanently reduce FTE.

Q&A – 3

Q: For the visa request, how detailed of a travel history do you need, and is the online I-94 / travel history an accurate record?

A: I-94 website produces both I-94 and travel history. ISO usually don't need that much detail at the visa request stage; just a summary of prior statuses held for how long is fine. If ISO needs more detail, we will reach out to the unit for clarification.

Q: When does the 60-day grace period come up, and how should we handle it?

A: The 60-day grace period can come up (1) when someone's UW employment ends (in which case, share [this USCIS link](#) with them, in addition to offering costs of repatriation etc.), and (2) when someone's H-1B employment ends and they move to UW (in which case, ISO will screen for this issue and reach out for any additional information/documentation. Feel free to reach out to ISO with any questions you have.

Additional Resources:



[ISO Landing Page](#)



[H-1B Landing Page](#)



[How to Sponsor an H-1B](#)



[APF Visa Blog Posts](#)



[H-1B Visa Request Form](#)

NetID required



[Your H Visa Requests](#)

NetID required