H-1B Visas

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H-1B Visa

- Temporary “specialty” worker
- 6-year maximum, 3 year maximum in one petition
- Government Agencies involved
  - US Citizenship & Immigration Services
  - US Department of Labor
  - US Department of State
Roles in Application

- Employer is the applicant
  - Responsible for content of application
  - Fines, other penalties apply to employer

- Employee is the beneficiary
  - Only employer or attorney may inquire about pending case
  - Must maintain employment to maintain status
Specialty Occupation

- Job must require a Bachelor’s degree as a minimum for entry into the field
- Employee must have required degree and any required licenses
- Job must relate directly to academic degree
H-1B Expenses

• Basic filing fee $325 anti-fraud fee $500; training fee $1500 ($750 for small employers – 25 or fewer employees)
  • Cap exempt employers don’t pay

• $2000 surcharge for large employers with 50% of workforce on H or L visas

• Premium processing $1225

• Attorneys fees

• Who pays fees/costs?
  • Prince George’s County public schools ordered to pay over $5 million in back wages/penalties for passing fees on to H-1B workers. April 4, 2011 Dept. of Labor news release.
Application Process

- Labor Condition Application
- I-129 petition to US Citizenship & Immigration Services
- Change/extension of status vs. consular processing
- Status vs. Visa
H-1B Wages

- Employers must pay “prevailing” or “actual” wage, whichever is higher.

- Prevailing - Average wage paid to similar workers in same geographical area

- Actual - Wage paid by particular employer to similar employees

- Benefits must be offered to H-1B employees on same basis as US workers
H-1B Portability

- Eases change or addition of H-1B employer
- Start with new employer upon filing of additional H-1B petition
- Must already have H-1B status or visa
- H-1B entry visa remains valid (not employer specific)
Special H-1B Considerations

- Changes in employment, same employer
- No “benching”
  - bona fide leave ok
- Early employment termination
- US CIS “site visits” putting $500 anti-fraud fees to work
- Employer/Employee relationship issues
  - Self employment?
  - 3rd party worksites – who controls work?
H-1B Annual Cap

- 65,000 “new” H-1B’s under current law
  - (20,000 exemptions for US advanced degrees)
  - Chile & Singapore free trade acts (H-1B1)
- Fiscal year is October 1 - September 30
- File April 1 for October 1 start date (if cap-subject)
- FY ‘13 quota reached June 12, 2012
- FY ’14 quota reached April 5, 2013.
Exemptions from Cap

- Colleges & Universities
- Non profit research institutions
- Government research institutions
- Organizations “affiliated with” colleges/universities (rules apply)
- Where employment occurs “at” exempt organization and related to exempt organizational mission
F-1 OPT and H-1B

- Automatic OPT extension through Sept. 30 if H-1B pending or approved
  - H-1B must be filed before grace period expires
  - OPT expires before April 1: no OPT extension

- Additional 17 month OPT extension
  - STEM degrees only
  - Employer enrolled in E-Verify

- Unemployment limited to 90 days (120 for STEM OPT) or loss of status results
Managing the Cap

- Alternatives to H-1B: TN, L-1, J-1
- Go home and return when able
- Extend F-1 by enrolling in new academic program
- Apply for change to some other status
H-4 Dependents

- Change to H-4 or extension of H-4 requires additional US CIS form (I-539)
- US CIS filing fee $290
- No US CIS filing required if dependents outside the United States
- Need proof of relationship, i.e. marriage, birth certificates
Dual Intent

- H-1B is temporary, non-immigrant visa
- No need to show residence abroad or non-immigrant intent, unlike F, J, B visas etc.
- Good choice for people intending to apply for permanent residence
- Travel and pending Adjustment of Status (I-485); advance parole not needed
Travel as H-1B

- Must have H-1B entry visa (except Canadian citizens)
- Carry I-797 Notice of Action (approval notice)
- Proof of job offer or ongoing employment - letter, pay statements etc.
- PIMS system verifies H-1B approval – can delay visa issuance
Travel to Canada/Mexico

- Canada and Mexico are foreign countries (!)
- Entering US from Canada/Mexico is just like entering from any other country
- Exception – “automatic revalidation” allows entry using expired visa or visa of different kind.
  - Important: Keep your I-94 & do not apply for a visa while in Canada/Mexico if relying on automatic revalidation for re-entry.
J Visa 2-year Rule

- Some J visa holders have 2-year home residence requirement
- Gov’t financing, skills list, physicians
- Cannot have H visa or change status from J to other status, i.e. H-1B
- Cannot file I-485 permanent residence or immigrant visa applications
- Waivers sometimes available
Questions?