

Table of Contents

CHAPTER 1. INTRODUCTION AND BASIC REQUIREMENTS

I. OVERVIEW OF THE H-1B CATEGORY

A. HISTORY AND DEVELOPMENT OF THE H-1B CATEGORY

- § 1:1 Generally
- § 1:2 The law prior to the Immigration and Nationality Act of 1952
- § 1:3 The Immigration and Nationality Act of 1952
- § 1:4 The H-1 category after 1952
- § 1:5 The 1970 amendment eliminating the double-temporariness requirement
- § 1:6 Post-1970 administrative case law
- § 1:7 Modifications to coverage of the H-1 category (prior to 1990)
- § 1:8 The H-1B category under the Immigration Act of 1990
- § 1:9 Special limitations placed on admission of H-1B health care workers by IIRIRA
- § 1:10 American Competitiveness and Workforce Improvement Act of 1998 (ACWIA)
- § 1:11 Legislation enacted in 2000 impacting H-1B nonimmigrants
- § 1:12 H-1B Reform Act of 2004
- § 1:13 Employ American Workers Act
- § 1:14 Public Law 114-113 fee
- § 1:15 H-1B modernization rule and the impact of November 2024 elections

B. CURRENT SCOPE OF THE H-1B CATEGORY

- § 1:16 Generally
- § 1:17 Excluded groups
- § 1:18 Principal uses

II. SUMMARY OF REQUIREMENTS

- § 1:19 Substantive requirements
- § 1:20 Procedural requirements
- § 1:21 Period of stay
- § 1:22 Conditions of status
- § 1:23 Family members

III. SUBSTANTIVE REQUIREMENTS

A. COVERAGE OF THE H-1B CATEGORY

- § 1:24 Generally

B. SPECIALTY OCCUPATIONS (H-1B CALIBER POSITIONS)

- § 1:25 Special occupation definition and criteria
- § 1:26 Preliminary assessment of positions as specialty occupations
- § 1:27 Business specialties and management positions
- § 1:28 Computer programmers
- § 1:29 Size of the employer as a factor
- § 1:30 Consideration of job duties and requirements imposed by clients when work at third-party sites involved

- § 1:31 Consideration of wage for the position
- § 1:32 Documenting the position as a specialty occupation

C. CREDENTIALS OF PROSPECTIVE H-1B EMPLOYEE

- § 1:33 Generally
- § 1:34 USCIS rules on equivalence
- § 1:35 Equivalency checklist

D. LICENSING REQUIREMENTS

- § 1:36 Generally
- § 1:37 Special requirements covering certain foreign medical graduates and health care workers
- § 1:38 Export control license

E. AVAILABILITY OF H-1B NUMBER WITHIN ANNUAL CAP

- § 1:39 Cap-subject H-1B cases
- § 1:40 Professionals employed at higher education institutions and other cap exempt organizations (or performing duties at cap exempt organizations)
- § 1:41 Other cap exemptions and cap counting provisions
- § 1:42 USCIS procedures for obtaining cap number
- § 1:43 Recent trends regarding H-1B cap and “cap gap” problem

F. SPONSORSHIP BY U.S. EMPLOYER WITH BONA FIDE POSITION

- § 1:44 Generally
- § 1:45 Definition of U.S. employer
- § 1:46 Bona fide job offer and non-speculative employment
- § 1:47 H-1B eligibility for beneficiary owner
- § 1:48 Evidence of maintenance of status for current H-1B workers

IV. PRACTICAL CONSIDERATIONS

- § 1:49 Alternatives to the H-1B category
- § 1:50 Client information checklist
- § 1:51 Case checklist
- § 1:52 Representation issues and payment of immigration costs
- § 1:53 —When the employer retains the attorney
- § 1:54 —Situations in which conflicts of interest might arise
- § 1:55 —The foreign worker retains the attorney
- § 1:56 —Rules regarding payment of immigration costs
- § 1:57 —Written notice to the employer
- § 1:58 —Sample Letter 1-1: Notification letter to employer regarding its H-1B responsibilities

CHAPTER 2. LABOR CONDITION APPLICATION

I. BASIC REQUIREMENTS

- § 2:1 History and purpose
- § 2:2 The LCA attestations
- § 2:3 Parameters of the LCA
- § 2:4 Preliminary steps prior to filing LCA
- § 2:5 Additional steps applicable to H-1B dependent and LCA violators

TABLE OF CONTENTS

- § 2:6 Submission of the LCA
- § 2:7 Certification of the LCA and validity period
- § 2:8 Public access and other records
- § 2:9 Ongoing employer obligations
- § 2:10 Complaints and investigations
- § 2:11 Penalties for LCA violations

II. PARAMETERS OF THE LCA

- § 2:12 One occupation per LCA
- § 2:13 Multiple workers on a single LCA
- § 2:14 Multiple locations on a single LCA
- § 2:15 Three-year period of validity
- § 2:16 Full-time or part-time employment
- § 2:17 The employer for LCA purposes

III. PRELIMINARY STEPS (PRIOR TO PREPARATION OF LCA)

A. GENERALLY

- § 2:18 Summary of steps

B. DETERMINING THE “REQUIRED WAGE RATE”

- § 2:19 General approach to determine required wage
- § 2:20 Establishing the actual wage
- § 2:21 Factors in establishing the group of similarly employed workers
- § 2:22 Procedure to establish the comparable pool of workers
- § 2:23 —Sample Form 2-1: Employer’s actual wage worksheet
- § 2:24 Documentation of actual wage rate
- § 2:25 —Sample Form 2-2: Actual wage memorandum
- § 2:26 Salary adjustments during period of LCA
- § 2:27 Actual wage determination for university positions

C. ESTABLISHING THE PREVAILING WAGE

- § 2:28 Generally
- § 2:29 Employer strategy in choosing its prevailing wage source
- § 2:30 DOL prevailing wage determinations
- § 2:31 —The OFLC Wage Search tool
- § 2:32 —Selecting skill level under OES system
- § 2:33 —Sample Form 2-3: Check Sheet for Use in Determining OES Wage Level
- § 2:34 —Sample Form 2-4: Worksheet for Use in Determining OES Wage Level
- § 2:35 Requesting NPWC prevailing wage determination
- § 2:36 —Sample Form 2-5: ETA Form 9141 and Appendix A
- § 2:37 Processing of PWD request, requests for information, and use of prevailing wage determination in LCA
- § 2:38 Contesting NPWC wage determination
- § 2:39 Determination derived from an “independent authoritative source”
- § 2:40 Determinations derived from another “legitimate source” of wage information
- § 2:41 Documentation on prevailing wage

D. COMPLYING WITH RULES GOVERNING PAYMENT OF REQUIRED WAGE RATE

- § 2:42 Generally

- § 2:43 Cash payments that may be included in the rate of pay
- § 2:44 Cash payments that may not be counted in the rate of pay
- § 2:45 Acceptable deductions from the rate of pay
- § 2:46 Requirement that wages be pro-rated in regular installments and “no benching” rule
- § 2:47 Payment of wages as of date of employee’s arrival, payment for travel time, and wage obligations after relocation
- § 2:48 Ending obligation to pay wage through termination
- § 2:49 Payment of salary by entity other than attesting employer

E. DETERMINING APPROPRIATE BENEFIT PACKAGE TO BE OFFERED

- § 2:50 Generally
- § 2:51 Same benefits offered to “similarly-situated” workers
- § 2:52 Good faith offers
- § 2:53 H-1B workers remaining on “home country” benefit plans
- § 2:54 Documentation on offer of benefits

F. COMPLYING WITH THE WORKING CONDITIONS AND NOTICE ATTESTATION

- § 2:55 The working conditions attestation
- § 2:56 The notice requirement
- § 2:57 Timing and length of posting
- § 2:58 Contents of posting
- § 2:59 —Sample Form 2-6: Notice of the LCA filing
- § 2:60 —Sample Form 2-7: Model pointer notices
- § 2:61 —Sample Form 2-8: Documentation regarding LCA posting

G. COMPLYING WITH THE “NO STRIKE/LOCKOUT” AND H-1B WORKER NOTIFICATION ATTESTATIONS

- § 2:62 Generally

H. COMPLYING WITH THE NON-DISPLACEMENT AND RECRUITMENT ATTESTATIONS

- § 2:63 Generally
- § 2:64 “H-1B dependent” employers
- § 2:65 —Documentation on H-1B dependency
- § 2:66 —On-going obligations regarding H-1B dependency assessments
- § 2:67 LCA violator
- § 2:68 “Exempt” H-1B nonimmigrants
- § 2:69 Attestation regarding non-displacement of U.S. workers
- § 2:70 —“Displacement of U.S. workers employed by the employer” (terms defined)
- § 2:71 —Direct displacement
- § 2:72 —Secondary displacement
- § 2:73 —Documentation regarding displacements and continuing responsibilities
- § 2:74 Recruitment attestation
- § 2:75 —Timing of recruitment
- § 2:76 —Recruitment under “industry-wide standards”
- § 2:77 —“Good faith steps” to recruit U.S. workers (treatment of U.S. applicants)
- § 2:78 —Use of “legitimate selection criteria” (employer screening standards)
- § 2:79 —Documentation of recruitment
- § 2:80 —Job offers to equally or better qualified U.S. workers
- § 2:81 —Continuing obligations relating to non-displacement and recruitment attestations

IV. PREPARATION, SUBMISSION AND PROCESSING OF THE LCA FORM AND CREATION OF THE PUBLIC ACCESS FILE

- § 2:82 Generally
- § 2:83 FLAG portal account registration
- § 2:84 —Sample Form 2-9: FLAG Dashboard Page
- § 2:85 Managing FLAG portal accounts
- § 2:86 Completing the LCA form
- § 2:87 —Sample Form 2-10: Section A (Employment-Based Nonimmigrant Visa Information)
- § 2:88 —Sample Form 2-11: Section B (Temporary Need Information)
- § 2:89 —Sample Form 2-12: Section C (Employer Information)
- § 2:90 —Sample Form 2-13: Section D (Employer Point of Contact Information)
- § 2:91 —Sample Form 2-14: Section E (Attorney or Agent Information)
- § 2:92 —Sample Form 2-15: Section F (Employment and Wage Information)
- § 2:93 —Sample Form 2-16: Section G (Employer Labor Condition Statements)
- § 2:94 —Sample Form 2-17: Section H (H-1B Additional Employer Labor Condition Statements)
- § 2:95 —Sample Form 2-18: Sections I and J (Employer Obligations)
- § 2:96 —Sample Form 2-19: Section K (LCA Preparer)
- § 2:97 —Sample Form 2-20: Appendix A (Educational Attainment Documentation)
- § 2:98 —Sample Form 2-21: Sample Form ETA 9035/9035E (completed)
- § 2:99 —Sample Form 2-22: Appendix A to Form ETA 9035/9035E
- § 2:100 —Sample Form 2-23: Form ETA 9035CP (Instructions for Form ETA 9035/9035E)
- § 2:101 Submission of the LCA
- § 2:102 DOL processing of the LCA
- § 2:103 Public access file and other supporting documentation
- § 2:104 —Documentation that must be available to public and DOL’s public disclosure data
- § 2:105 —Supporting documentation not for public inspection
- § 2:106 —Sample Form 2-24: Sample public access file

V. ONGOING EMPLOYER OBLIGATIONS

- § 2:107 Updating the H-1B worker’s salary
- § 2:108 Updating required wage rate information
- § 2:109 Monitoring actual wage data
- § 2:110 Movement of H-1B personnel
- § 2:111 Notifying DOL regarding strikes/lockouts
- § 2:112 Monitoring of H-1B dependency
- § 2:113 On-going obligations for employers subject to non-displacement and recruitment attestations
- § 2:114 Auditing public access files and monitoring compliance issues
- § 2:115 —Sample Form 2-25: LCA audit checklist

VI. ENFORCEMENT AND PENALTIES

- § 2:116 DOL investigations, generally
- § 2:117 Complaints filed by aggrieved parties
- § 2:118 Submission of information by other credible sources
- § 2:119 Scope of investigation
- § 2:120 Conduct of investigation
- § 2:121 —Sample Form 2-26: DOL H-1B investigation questionnaire
- § 2:122 Final determination adverse to the employer
- § 2:123 The legal entity subject to penalties
- § 2:124 Substantive issues in LCA enforcement actions to date

CHAPTER 3. H-1B REGISTRATION AND THE USCIS PETITION

I. H-1B REGISTRATION (FOR CAP-SUBJECT CASES)

- § 3:1 The annual cap, H-1B registrations, and annual lotteries
- § 3:2 Registration procedures for cap-subject petitions
- § 3:3 —Timelines for registration
- § 3:4 —Creation and use of Organizational accounts by employers
- § 3:5 —Table 3-1: USCIS Organizational account (selected pages)
- § 3:6 —Creation and use of Representative accounts by attorneys
- § 3:7 —Table 3-2: USCIS Representative account (selected pages)
- § 3:8 —Key considerations when preparing registrations
- § 3:9 —Preparing and submitting registrations
- § 3:10 —Table 3-3: H-1B registration tool
- § 3:11 —Confirmation and changes to registration after submission
- § 3:12 —Allocation of cap numbers and notification of winning registrations
- § 3:13 —Use of reserve list for additional selections if cap numbers unused
- § 3:14 Preparation for FY 2026 registration filing period

II. PREPARATION OF THE H-1B PETITION

- § 3:15 The petition requirement
- § 3:16 H-1B petition package (generally)
- § 3:17 —Sample Form 3-1: Form M-735, Optional Checklist for Form I-129 H-1B Filings
- § 3:18 Completion of Form I-129 and H Supplement
- § 3:19 Completion of Form I-129 and H Supplement—Sample Form 3-2: Form I-129 and H Supplement (01/17/2025 version)
- § 3:20 Standard I-129 filing fee and other H-1B fees
- § 3:21 Special H-1B supplement
- § 3:22 —Sample Form 3-3: H-1B Data Collection And Filing Fee Exemption Supplement and Form M-746
- § 3:23 Employer's letter
- § 3:24 —Sample Letter 3-1: Support letter for a specialty occupation worker in the computer field
- § 3:25 Supporting documentation
- § 3:26 —Specialty occupation
- § 3:27 —The beneficiary's qualifications
- § 3:28 —State license to practice profession
- § 3:29 —Employment contract
- § 3:30 —Evidence of bona fide job offer (including special evidentiary requirements when beneficiary has ownership interest in employer)
- § 3:31 —Itineraries in multiple worksite situations
- § 3:32 —Main requirements of the documentation
- § 3:33 Copy of registration selection notice for cap-subject petitions
- § 3:34 Copy of LCA
- § 3:35 Requests for premium (expedited) processing
- § 3:36 —Sample Form 3-4: Form I-907, Request for Premium Process Service
- § 3:37 Notice of appearance
- § 3:38 —Sample Form 3-5: Form G-28 (notice of appearance)

III. FILING THE PETITION AND USCIS PROCEDURES

- § 3:39 When to file and how to submit the I-129 package
- § 3:40 Where to file
- § 3:41 Filing receipts and lockbox intake procedures

TABLE OF CONTENTS

- § 3:42 Processing times and status inquiries
- § 3:43 Requests for evidence, post-filing investigations, and business verifications
- § 3:44 Processing of cases filed under the premium processing program
- § 3:45 Approval of petition
- § 3:46 —Sample Form 3-6: Form I-797B (notice of approval)
- § 3:47 Nonreceipt or errors in approval notices and correction of I-94 arrival/departure records
- § 3:48 Validity of petition
- § 3:49 Application for duplicate approval notice
- § 3:50 Denials, appeals, motions, and revocations of approved petition

IV. APPLICATION FOR A NONIMMIGRANT VISA

- § 3:51 Visa requirement and visa exempt groups
- § 3:52 Visa application process (generally)
- § 3:53 Documents required for an H-1B visa (generally)
- § 3:54 Nonimmigrant visa application
- § 3:55 The nonimmigrant visa application—Sample Form 3-7: Form DS-160 and confirmation page
- § 3:56 Special supplement
- § 3:57 Supporting documentation
- § 3:58 —Passport of the visa applicant
- § 3:59 —Photograph of the visa applicant
- § 3:60 —Visa issuance fee
- § 3:61 —Machine-readable visa fee
- § 3:62 —Evidence of eligibility for H-1B visa
- § 3:63 —Waiver of inadmissibility for nonimmigrants
- § 3:64 —Special evidentiary requirements for third country nationals
- § 3:65 —Evidence of lawful status during prior U.S. visits and issues regarding pre-conceived intent to violate status
- § 3:66 —Family members
- § 3:67 Choosing the U.S. consulate for filing
- § 3:68 —Consular shopping bar
- § 3:69 Submission of the application and visa interview
- § 3:70 Consular processing of the application after the visa interview
- § 3:71 Status inquiries
- § 3:72 Visa issuance
- § 3:73 Denial of visa applications and visa revocations

V. APPLICATION FOR ADMISSION AT A PORT OF ENTRY

- § 3:74 In general
- § 3:75 Documents to be carried by the applicant for admission
- § 3:76 —Sample Letter 3-2: Company letter for nonimmigrant seeking entry with visa having a validity period shorter than petition approval
- § 3:77 Government processing of application for admission
- § 3:78 Procedures upon admission
- § 3:79 Procedures if admission to the United States is questioned
- § 3:80 Cancellation of visa at border based on prior period of overstay

VI. APPLICATION FOR CHANGE TO THE H-1B CATEGORY

- § 3:81 Situations requiring change of status applications
- § 3:82 Preparing the papers for a change of status application
- § 3:83 Filing change of status papers and USCIS adjudication

- § 3:84 Obtaining an H-1B visa after approval of change of status application
- § 3:85 The “cap gap” problem, relief for F-1 students, and strategies for other nonimmigrants
- § 3:86 Travel by F-1 students changing to H-1B status
- § 3:87 Persons ineligible for change of status (persons who are out of status)

CHAPTER 4. EXTENSIONS OF STAY AND OTHER POST-ADMISSION ISSUES

I. EXTENSIONS OF STAY

- § 4:1 Generally
- § 4:2 Main issues in extension cases
- § 4:3 Recapture of unused H-1B periods
- § 4:4 Extensions beyond the six-year period
- § 4:5 Extensions for persons who are out-of-status
- § 4:6 The application for extension of the worker’s stay in the United States
- § 4:7 Completing Form I-129 and Form I-539
- § 4:8 —Sample Form 4-1: completed Form I-129 requesting H-1B extension
- § 4:9 —Sample Form 4-2: Forms I-539/I-539A, Application to Extend/Amend Nonimmigrant Status
- § 4:10 Company letter and supporting documentation
- § 4:11 Supporting letter and documentation—Sample Letter 4-1: company letter in support of H-1B petition extension
- § 4:12 —Sample Letter 4-2: company letter in support of H-1B petition extension under § 104(c) of AC 21
- § 4:13 —Sample Letter 4-3: company letter in support of H-1B petition under § 106(a) of AC 21 extension
- § 4:14 Filing and USCIS processing of the extension application
- § 4:15 —Sample Form 4-3: Form I-797A (approval notice with replacement I-94)

II. TRAVEL DURING H-1B PERIOD OF STAY AND VISA RENEWALS

- § 4:16 International travel during H-1B period of stay
- § 4:17 Visa renewals procedures (generally)
- § 4:18 Use of PIMS to confirm petition approval and scrutiny of H-1B visa renewal applications
- § 4:19 Domestic visa revalidation
- § 4:20 Visa renewal for overstayers
- § 4:21 Automatic extensions after short trips to Canada or Mexico

III. MATERIAL CHANGES IN EMPLOYMENT (WITH SAME EMPLOYER)

- § 4:22 Amended petitions (generally)
- § 4:23 When are amended petitions required?
- § 4:24 Paperwork requirements in corporate restructuring situations
- § 4:25 Timing and procedures for notification of changes

IV. CONCURRENT EMPLOYMENT (MULTIPLE EMPLOYERS)

- § 4:26 Generally
- § 4:27 The H-1B cap and concurrent employment filings

V. CHANGE IN H-1B EMPLOYERS (SEQUENTIAL EMPLOYMENT)

- § 4:28 Generally

TABLE OF CONTENTS

- § 4:29 H-1B portability in new employer situations
- § 4:30 Changes in corporate structure and transfers
- § 4:31 Simultaneous petitions filed by two employers
- § 4:32 Validity of petition after intervening H-1B employment
- § 4:33 Continued validity of visa after change of employers

VI. TERMINATION OF H-1B EMPLOYEES: ENDING LCA WAGE OBLIGATIONS, SECURING NEW EMPLOYMENT, AND OTHER IMMIGRATION CONSEQUENCES

- § 4:34 Generally
- § 4:35 Ending employer's wage obligations in early termination cases
- § 4:36 Grace period for terminated H-1B employees and porting to new employment

VII. FDNS SITE VISIT PROGRAM AND FRAUD INVESTIGATIONS

- § 4:37 Generally
- § 4:38 Scope and conduct of the site visit
- § 4:39 Table 4-1: Fraud referral sheet
- § 4:40 Table 4-2: Representative questions asked by FDNS officers
- § 4:41 Table 4-3: Petitioner Employment Verification Questionnaire
- § 4:42 FDNS actions after visit
- § 4:43 Employer response

VIII. IMMIGRATION OBLIGATIONS DURING STRIKES AND OTHER LABOR ACTIONS

- § 4:44 Generally

IX. CHANGE OF ADDRESS REPORTS

- § 4:45 Change of address report
- § 4:46 —Sample Form 4-4: Form AR-11 (change of address report)

X. OBTAINING SOCIAL SECURITY CARDS AND DRIVER'S LICENSES

- § 4:47 Generally
- § 4:48 SSA procedures
- § 4:49 Driver's licenses

CHAPTER 5. SPECIAL CASES: DOCTORS, MODELS, HEALTH CARE WORKERS, AND FREE TRADE PROFESSIONALS

I. OBTAINING H-1B STATUS FOR FOREIGN MEDICAL GRADUATES

A. BASIC INFORMATION REGARDING FMGS AND THE H-1B CATEGORY

- § 5:1 Generally
- § 5:2 Key requirements for FMGs engaged in direct patient care
- § 5:3 Duration of stay and procedures to obtain H-1B status
- § 5:4 Choosing the H-1B category or an alternative

B. OBTAINING H-1B STATUS FOR AN FMG

- § 5:5 Generally
- § 5:6 Registration requirement for cap-subject petitions
- § 5:7 Approval of the labor condition application (LCA)

- § 5:8 Preparation of the H-1B petition
- § 5:9 —Sample Form 5-1: H-1B petition for a foreign medical graduate (Form I-129 and H Supplement)
- § 5:10 Preparation of the supporting documentation (generally)
- § 5:11 Company support letter
- § 5:12 —Sample Letter 5-1: company support letter for foreign medical graduate seeking H-1B status
- § 5:13 Evidence concerning required exams
- § 5:14 Evidence of competency in English language
- § 5:15 Evidence that position involves a specialty occupation
- § 5:16 Licenses required by the State Medical Board
- § 5:17 The beneficiary's credentials
- § 5:18 The credentials of the beneficiary—Sample Letter 5-2: evaluation of foreign medical degree
- § 5:19 The employment contract
- § 5:20 Evidence of the beneficiary's status while in United States
- § 5:21 Fees
- § 5:22 H-1B Data Collection and Filing Fee Exemption Supplement
- § 5:23 Form I-907

C. FILING PETITION AND OBTAINING H-1B VISA

- § 5:24 Generally

D. EXTENSION OF STAY AND CHANGE OF STATUS

- § 5:25 Generally

II. OBTAINING H-1B STATUS FOR FASHION MODELS

A. BASIC INFORMATION REGARDING FASHION MODELS AND THE H-1B CATEGORY

- § 5:26 Generally
- § 5:27 Key requirements
- § 5:28 Duration of stay and procedures to obtain H-1B status
- § 5:29 Special conditions
- § 5:30 Choosing the H-1B category or an alternative

B. OBTAINING H-1B STATUS FOR A FASHION MODEL

- § 5:31 Generally
- § 5:32 Registration requirement for cap-subject petitions
- § 5:33 Approval of the labor condition application (LCA)
- § 5:34 Preparation of the H-1B petition
- § 5:35 Sample Form 5-2: H-1B petition for a fashion model (Form I-129 and H Supplement)
- § 5:36 Supporting documentation (generally)
- § 5:37 Company support letter
- § 5:38 —Sample Letter 5-3: company support letter for fashion model seeking H-1B status
- § 5:39 Evidence of beneficiary's prominence
- § 5:40 Evidence that services require a prominent model
- § 5:41 The employment contract
- § 5:42 Itineraries
- § 5:43 Evidence of the beneficiary's status while in U.S.
- § 5:44 Fees
- § 5:45 H-1B Data Collection and Filing Fee Exemption Supplement

TABLE OF CONTENTS

§ 5:46 Form I-907

C. FILING PETITION AND OBTAINING H-1B VISA

§ 5:47 Generally

D. EXTENSION OF STAY AND CHANGE OF STATUS

§ 5:48 Generally

III. OBTAINING H-1B STATUS FOR HEALTH CARE WORKERS

§ 5:49 Special credentialing requirements

§ 5:50 USCIS implementation

§ 5:51 Obtaining VisaScreen Certificates from CGFNS

IV. USE OF THE H-1B CATEGORY TO FILL NURSING POSITIONS

§ 5:52 Nonimmigrant options for foreign nurses

§ 5:53 Nursing positions as H-1B specialty occupations

V. H-1B1 CATEGORY FOR CHILEAN AND SINGAPOREAN NATIONALS

§ 5:54 Basic information regarding H-1B1 category

§ 5:55 Key requirements

§ 5:56 Duration of stay and general procedures

§ 5:57 Special conditions

§ 5:58 Obtaining H-1B1 status

§ 5:59 —Sample Form 5-3: Trade Agreement Supplement to Form I-129

§ 5:60 Ongoing employer obligations

§ 5:61 Termination of employment and ending wage obligation

VI. E-3 CATEGORY FOR AUSTRALIAN PROFESSIONALS

§ 5:62 Basic information regarding E-3 category

§ 5:63 Requirements for E-3 status

§ 5:64 E-3 visa application procedures

§ 5:65 Applying for E-3 changes and extensions of status

§ 5:66 Ongoing employer obligations

§ 5:67 Termination of employment and ending wage obligation

CHAPTER 6. LEGAL DISCUSSION

I. DEFINITION OF SPECIALTY OCCUPATION

§ 6:1 Background

§ 6:2 Administrative case law

§ 6:3 Judicial interpretations

§ 6:4 —Business professionals

§ 6:5 —Information technology positions

§ 6:6 —Consideration of employer's size

§ 6:7 —Consideration of job duties and requirements imposed by third parties in third-party worksite cases

§ 6:8 —Consideration of wage listed in LCA

II. QUALIFYING IN A SPECIALTY OCCUPATION (WORKER'S QUALIFICATIONS)

§ 6:9 Background

- § 6:10 Administrative case law regarding equivalent credentials
- § 6:11 Judicial challenges to agency equivalency determinations
- § 6:12 Credentials in the relevant field

III. OCCUPATION LOCATOR

- § 6:13 Use of the occupation locator
- § 6:14 Computer positions
- § 6:15 Business managers/executives
- § 6:16 Business/economic analysts
- § 6:17 Medical and related occupations
- § 6:18 Designers/visual artists
- § 6:19 Sales/technical support-buyers/purchasing agents
- § 6:20 Teacher/instructor positions
- § 6:21 Positions in entertainment and recreational fields
- § 6:22 Science positions
- § 6:23 Other occupations

IV. U.S. EMPLOYER AND BONA FIDE EMPLOYMENT

- § 6:24 Employer's right to control beneficiary's work
- § 6:25 *ITServe Alliance* litigation and June 2020 memo rescinding prior guidance
- § 6:26 Focus on bona fide employment analysis under H-1B modernization rule

V. RECURRING LEGAL ISSUES IN LCA ENFORCEMENT ACTIONS

- § 6:27 General
- § 6:28 Payment of required wage rate
- § 6:29 Prevailing wage issues
- § 6:30 Documentation supporting actual wage determination
- § 6:31 Bar on penalty for leaving H-1B employment
- § 6:32 Provision of job benefits
- § 6:33 Posting requirement
- § 6:34 Reductions in force by H-1B dependent employers
- § 6:35 Employer defenses in LCA enforcement actions

CHAPTER 7. SAMPLE H-1B CASES

A. COMPUTER PROFESSIONAL

- § 7:1 Sample case: software systems support specialist
- § 7:2 —Sample Form 7-1: H-1B petition for software systems support specialist
- § 7:3 —Sample Form 7-2: LCA for software systems support specialist
- § 7:4 —Sample Letter 7-1: support letter for software systems support specialist
- § 7:5 —Sample Evaluation 7-1: evaluation of foreign credentials
- § 7:6 —Supporting documentation
- § 7:7 Sample case: computer project manager
- § 7:8 —Sample Form 7-3: H-1B petition for computer project manager
- § 7:9 —Sample Form 7-4: LCA for computer project manager
- § 7:10 —Sample Letter 7-2: support letter for computer project manager
- § 7:11 —Sample Evaluation 7-2: evaluation of education, training, and experience by expert
- § 7:12 —Supporting documentation
- § 7:13 Sample case: information systems senior associate
- § 7:14 —Sample Form 7-5: H-1B petition for information systems senior associate
- § 7:15 —Sample Form 7-6: LCA for information systems senior associate

TABLE OF CONTENTS

- § 7:16 —Sample Letter 7-3: support letter for information systems senior associate
- § 7:17 —Sample Evaluation 7-3: evaluation of foreign credentials
- § 7:18 —Supporting documentation

B. PHYSICAL THERAPIST

- § 7:19 Sample case: physical therapist
- § 7:20 —Sample Form 7-7: H-1B petition for physical therapist
- § 7:21 —Sample Form 7-8: LCA for physical therapist
- § 7:22 —Sample Letter 7-4: support letter for physical therapist
- § 7:23 —Sample Evaluation 7-4: evaluation of foreign credentials
- § 7:24 —Supporting documentation

C. TEACHER/PROFESSOR

- § 7:25 Sample case: teacher/professor
- § 7:26 —Sample Form 7-9: H-1B petition for assistant professor
- § 7:27 —Sample Form 7-10: LCA for assistant professor
- § 7:28 —Sample Letter 7-5: support letter for assistant professor
- § 7:29 —Supporting documentation

D. ENGINEER

- § 7:30 Sample case: engineer
- § 7:31 —Sample Form 7-11: H-1B petition for engineer
- § 7:32 —Sample Form 7-12: LCA for engineer
- § 7:33 Sample case—Sample Letter 7-6: support letter for engineer
- § 7:34 Sample case: engineer—Sample Evaluation 7-5: evaluation of foreign credentials
- § 7:35 —Supporting documentation

E. SERVICE PROFESSIONAL

- § 7:36 Sample case: service professional
- § 7:37 —Sample Form 7-13: H-1B petition for senior auditor
- § 7:38 —Sample Form 7-14: LCA for senior auditor
- § 7:39 —Sample Letter 7-7: support letter for senior auditor
- § 7:40 —Supporting documentation

F. BUSINESS PROFESSIONAL

- § 7:41 Sample case: director of marketing
- § 7:42 —Sample Form 7-15: H-1B petition for director of marketing
- § 7:43 —Sample Form 7-16: LCA for director of marketing
- § 7:44 —Sample Letter 7-8: support letter for director of marketing
- § 7:45 —Sample Evaluation 7-6: evaluation of foreign credentials
- § 7:46 —Supporting documentation
- § 7:47 Sample case: vice president, marketing
- § 7:48 —Sample Form 7-17: H-1B petition for vice president, marketing
- § 7:49 —Sample Form 7-18: LCA for vice president, marketing
- § 7:50 —Sample Letter 7-9: support letter for vice president, marketing
- § 7:51 —Sample Evaluation 7-7: evaluation of foreign credentials
- § 7:52 —Supporting documentation
- § 7:53 Sample case: swaps trader
- § 7:54 —Sample Form 7-19: H-1B petition for swaps trader
- § 7:55 —Sample Form 7-20: LCA for swaps trader
- § 7:56 —Sample Letter 7-10: support letter for swaps trader

- § 7:57 —Sample Evaluation 7-8: evaluation of foreign credentials
- § 7:58 —Supporting documentation

G. SCIENTIST/RESEARCHER

- § 7:59 Sample case: materials scientist
- § 7:60 —Sample Form 7-21: H-1B petition for materials scientist
- § 7:61 —Sample Form 7-22: LCA for materials scientist
- § 7:62 —Sample Letter 7-11: support letter for materials scientist
- § 7:63 —Sample Evaluation 7-9: evaluation of foreign credentials
- § 7:64 —Supporting documentation
- § 7:65 Sample case: research staff associate
- § 7:66 —Sample Form 7-23: H-1B petition for research staff associate
- § 7:67 —Sample Form 7-24: LCA for research staff associate
- § 7:68 —Sample Letter 7-12: support letter for research staff associate
- § 7:69 —Sample Evaluation 7-10: evaluation of foreign credentials
- § 7:70 —Supporting documentation

H. PETITION FILED BY CONSULTING FIRM

- § 7:71 Sample case: consulting firm
- § 7:72 —Sample Form 7-25: H-1B petition filed by computer consulting firm
- § 7:73 —Sample Form 7-26: LCA filed by computer consulting firm
- § 7:74 —Sample Letter 7-13: support letter of computer consulting firm
- § 7:75 —Supporting documentation

CHAPTER 8. REGULATIONS AND AGENCY GUIDANCE ON H-1B CATEGORY

I. USCIS REGULATIONS RELATING TO H-1B CATEGORY

- § 8:1 8 C.F.R. § 214.2 (selected portions)

II. DOL REGULATIONS RELATING TO H-1B CATEGORY

- § 8:2 20 C.F.R. §§ 655.700–655.855
- § 8:3 20 C.F.R. §§ 656.40 and 656.41

III. SELECTED USCIS GUIDANCE ON THE H-1B CATEGORY

- § 8:4 USCIS H-1B FAQs
- § 8:5 USCIS June 2021 guidance addressing policy on issuance of RFEs for lack of initial evidence
- § 8:6 USCIS April 2021 guidance reinstating policy on deference to prior petition adjudications in extension cases
- § 8:7 USCIS February 2021 guidance rescinding 2017 memo on H-1B computer-related positions and consideration of wages
- § 8:8 USCIS June 2020 policy memo rescinding January 2010 Neufeld memo (on determining employer-employee relationship for adjudication of H-1B petitions) and February 2018 memo (addressing requirements for H-1B petitions involving third-party worksites)
- § 8:9 USCIS March 2018 policy memo addressing prohibition on multiple H-1B filings by “related entities”
- § 8:10 USCIS August 2017 policy memo on definition of “affiliate” or “subsidiary” for purposes of ACWIA fee
- § 8:11 USCIS May 2017 policy memo adopting *Matter of A-T*

TABLE OF CONTENTS

- § 8:12 USCIS July 2015 policy memo on when to file an amended or new H-1B petition after *Matter of Simeio Solutions*
- § 8:13 USCIS February 2015 final policy memo on adjudication of H-1B petitions for nursing occupations
- § 8:14 USCIS January 2011 policy memo on Pub. L. No. 111-230 fees
- § 8:15 Neufeld October 2008 memo on H-1B anti-fraud initiatives
- § 8:16 Neufeld May 2008 supplemental guidance on adjudication of H-1B petitions impacted by AC21 and ACWIA
- § 8:17 Pearson June 2001 memo providing initial guidance on adjudication of H-1B petitions impacted by AC21 and related legislation

IV. SELECTED DOL GUIDANCE ON THE H-1B CATEGORY

- § 8:18 Office of Foreign Labor Certifications FAQs on H-1B category (current as of February 1, 2025)
- § 8:19 Office of Foreign Labor Certifications FAQs on prevailing wages (current as of February 1, 2025)
- § 8:20 Office of Foreign Labor Certifications FAQs on implementation of revised Form ETA-9141 (dated July 16, 2021)
- § 8:21 Office of Foreign Labor Certifications FAQs on movement of H-1B workers and electronic notice of LCA filing (dated August 24, 2023)
- § 8:22 DOL Wage and Hour Division guidance on LCA notice obligations (WHD Field Assistance Bulletin No. 2019-3)

CHAPTER 9. APPENDIX

- § 9:1 H-1B visa reciprocity table
- § 9:2 Visa exempt groups
- § 9:3 Countries with passport reciprocity (current as of February 1, 2025)
- § 9:4 Form I-94 arrival-departure record

Table of Laws and Rules

Index