The H-1B Process

- Non-CBA Position
  - Department submits H-1B Questionnaire & supporting documents
  - OISS files a Prevailing Wage Determination & receives a determination from Dept. of Labor
  - Department posts Notice of Filing provided by OISS

- CBA Position
  - OISS submits a Labor Certification Application (LCA) to Dept. of Labor
  - Dept. of Labor certifies the LCA

- OISS submits an H-1B petition to USCIS

- USCIS approves the petition
  - Worker in the US
    - Worker applies for visa at a consulate & uses visa to enter the US.
    - Worker can start working on USCIS authorized start date

- Worker not in the US
  - 1-2 Weeks
    - Includes time for OISS to review documents
  - 10-12 Weeks
    - *Needed only if Non-CBA

  - 2 Weeks
  - 5-7 Months
    - *If Premium Processing (+$1,225) => 15 Days

  - 1-2 Weeks
    - *Needed only if worker not in already in US. Exact wait times vary by consulate

Start process at least 6 months before you need the worker