The H-1B Process

**Non-CBA Position**

- Department submits H-1B Questionnaire & supporting documents
- Department posts Notice of Filing provided by OISS
- OISS files a Prevailing Wage Determination (PWD) & receives a determination from Dep’t of Labor
- CBA Position

**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 can start working on USCIS authorized start date

**Worker not in the US**

- Worker applies for visa at a consulate & uses visa to enter the US.

**1-2 Weeks**

- Includes time for OISS to review documents

**PWD: 14-17 Weeks**

- *Needed only if Non-CBA

**2 Weeks**

- *If Premium Processing (+$1,225) => 15 Days

**6-9 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**