H-1B Temporary Worker

H-1B Petitions

H-1B sponsorship is normally reserved for long-term or permanent salaried employees at Yale and requests for sponsorship are evaluated on a case-by-case basis by OISS. The job must be full-time and the duration cannot be for less than one year (OISS recommends the maximum three-year period for any applications.) The hiring department at Yale must pay all immigration fees which are approximately $3,500. In some cases, H-1b sponsorship may not be possible if the job requirements or the employee’s education and experience do not meet the requirement of “Specialty Occupation.” The process of preparing an H-1B application involves OISS doing a complete analysis of the specialty occupation criteria, and ensuring the job meets U.S. Department of Labor regulations about occupations and minimum salary requirements. **It is rare that an H-1B is approved in less than 4 months using the expedited Premium Processing.** Without paying the expedite fee the normal processing times range from 9-12 months. Nationally there has been a dramatic increase in the government questioning H-1B applications which can lead to lengthy processing times.
Understanding H-1B Status

The process of preparing an H-1B application involves U.S. Department of Labor regulations about minimum salary requirements, and the applications are approved, questioned or denied by the U.S. Citizenship and Immigration Services (USCIS.)

[1]
Department Overview

Please note that processing times can be longer should a petition receive a Request For Evidence (RFE). Additionally, all USCIS processing times can change without notice.
Scholar Overview

It is important to understand the H-1B application process must start with the hiring department. The instructions and resources provided here should only be used by scholars after the hiring department and the OISS have confirmed that Yale will sponsor the H-1B.

[3]