Maintaining Legal Status

H-1B status is like a contract, and it is specific to one employer and specific dates and activities as listed on the petition. In order to remain in legal H-1B status the scholar must maintain each element of the original application including:

- salary
- work location
- full-time appointment title
- field of work
- job duties
- and other work conditions

Making Changes

If the hiring department wants to change any of these conditions (including any addition of teaching), they must consult with their OISS adviser first. In some cases an entire new H-1B application and fees are required to make changes in the employment.

Payments

H-1B scholars may not accept compensation, including honoraria, from any other employer or entity other than those named in the original H-1B application. Scholars in H-1B status who are invited to give a lecture off-campus, collaborate or conduct research with other schools can receive reimbursement for reasonable living and transportation costs only.

More Than One Employer

A scholar may work for more than one employer, but each employer must file a separate H-1B application.

Address Update

All nonimmigrant visa holders are required to notify USCIS within 10 days of a change of residential address. H-1B visa holders may report a change of address by completing Form AR-11 or Form AR-11SR. You can update your address on this website.

Pay Attention to the I-94 Validity

Please pay extra attention to your most recent I-94 record: one attached to the I-797 approval notice or electronic version issued upon your entry to the U.S. from a trip abroad after H-1B is approved. The I-94 end date may be different than the approved H-1B period end date.

- If earlier, H-1B status AND work authorization in the U.S. will end on the I-94 end date, and you are required to leave the U.S. by the I-94 end date. If H-1B extension is needed, the extension petition must be filed with USCIS before your I-94 end date.
- If later, our work authorization will end on the petition end date, and you are required to leave the U.S. by the I-94 end date. If H-1B extension is needed, the extension petition must be filed with USCIS before the petition end date in this case.
- If the appointment ends before the petition end date, please see here.