



INTERNATIONAL STUDENT & SCHOLAR SERVICES

The University of Alabama at Birmingham

H-1B EXTENSION PACKET – CLINICAL

H-1B Physician Name: _____

Please complete this packet to begin the process of extending a physician's H-1B employment, whether GME or clinical faculty. Email the complete packet and additional required documents to iss@uab.edu.

Packet:

- LCA Form
- Check Request Memo (for ISSS to request UAB [not HSF] extension check(s) in Oracle)

A ***general***, absolute best-case timeline for the entire H-1B extension process, **depending on how quickly and accurately the necessary information is provided by both the department and the physician**, is:

- 7 business days for the LCA portion of the process (*i.e.*, while the Department of Labor certifies the wage, which is an electronic process that cannot be expedited)
- 10 business days to finalize the H-1B forms and obtain necessary signatures
- 15 days for USCIS to adjudicate (meaning approve, deny, or send a Request for Evidence) the H-1B petition, when premium processing is available
- 7-10 business days to receive the hard copy Approval Notice from the USCIS California Service Center

Again, the above timeline is valid only to the extent we receive all information in a timely and complete manner. Depending on volume, it can easily take two months to prepare the entire filing. We will collect any updated documents needed from the physician separately via email.

You and the physician will receive an update email from our system on the afternoon/evening the H-1B petition is filed, and a second automated email with I-9 instructions when the approval notice arrives in the mail. We do not always have the capacity to respond to "update" requests in the interim.

NOTE: ISSS generally only premium processes one of a dually-appointed physician's H-1B extensions, since they can continue working for UAB/HSF/Valley on the basis of a USCIS receipt notice for the other petition for up to 240 days after the expiration of their current H-1B status. Therefore, it is not strictly necessary to premium process both extension petitions unless the department and/or physician prefer otherwise. The **physician** is responsible for following the instructions in the approval email and going to HSF HR in the Whitaker Building to update Form I-9s for both employers in Guardian. ISSS does not update I-9s for dually-appointed physicians.



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INFORMATION REQUIRED TO FILE A LABOR CONDITION APPLICATION ("LCA") WITH THE DEPARTMENT OF LABOR PRIOR TO FILING AN H-1B PETITION (CLINICAL)

Do not forward to the physician for completion. The physician's supervisor and/or a department administrator with actual knowledge of the job duties must complete this form. Thank you!

BASICS

Job title in Oracle: _____ Total salary: \$ _____

UAB: Salary \$ _____ HSF: Salary \$ _____

Valley Foundation: Salary \$ _____

Supervisor _____ Sponsoring Department/Division _____

Desired dates of employment: _____ to _____ (3 years maximum per petition)
MM/DD/YYYY MM/DD/YYYY

Please note: If the sponsored physician has a restricted or special medical license, USCIS will approve the H-1B petition for only one year. If the sponsored physician has an unrestricted medical license, we can ask USCIS to approve for up to three full years.

PHYSICAL LOCATION(S) AND SCHEDULE

Please provide every address where the physician can be found working on a daily basis. Do NOT list the departmental administrative office address. Do include the physician's office address if they will have office space in addition to their clinical/research locations. We need all address(es) where, if a Department of Labor or US Citizenship and Immigration Services Fraud Detection and National Security Unit (USCIS FDNS) representative arrived unannounced on campus, he/she could possibly find the physician working. Please indicate **ALL** locations where the physician will work. We must know all such addresses to protect both the University and the physician in the event of a **site visit from a federal agency.** UAB/HSF and other employers nationwide routinely have such visits.

☐ Birmingham VA*

Room/Floor/Clinic _____ Schedule (at least days of the week working here and whether AM or PM) _____

☐ Callahan Eye Hospital

Room/Floor/Clinic _____ Schedule (at least days of the week working here and whether AM or PM) _____

☐ Children's of Alabama*

Room/Floor/Clinic _____ Schedule (at least days of the week working here and whether AM or PM) _____

☐ Children's South*

Room/Floor/Clinic _____ Schedule (at least days of the week working here and whether AM or PM) _____

☐ Cooper Green*

Room/Floor/Clinic _____ Schedule (at least days of the week working here and whether AM or PM) _____

☐ Fair Haven Retirement*

Room/Floor/Clinic _____ Schedule (at least days of the week working here and whether AM or PM) _____

☐ FOT	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ Hospice Family Care (HSV)	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ Huntsville Family Medicine	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ Huntsville Hospital*	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ Jefferson Tower	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ Kirklin Clinic	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ Russell Medical Center*	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ UAB Dialysis/DaVita	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ UAB Gardendale	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ UAB Health Center Montgomery	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ UAB Highlands	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ UAB Medical West	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ UAB Medicine Leeds	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ UAB Montgomery Regional MC	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ UAB Mountain Brook Plastic Surgery	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ UAB Multispecialty-Baptist	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ UAB Selma Family Medicine	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ University Hospital	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ Vaughan RMC (Selma)*	_____	_____
	Room/Floor/Clinic	Schedule (at least days of the week working here and whether AM or PM)
☐ Other (list below)	_____	_____

Street number	Street	Room/lab/hospital/clinic	Schedule
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Street number	Street	Room/lab/hospital/clinic	Schedule
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If more space is needed, please include the additional address(es) in the body of your email when you return this pdf.

In addition to the above locations, if the physician will **moonlight**, please provide all anticipated locations:

Street number	Street	Room/lab/hospital/clinic	Schedule
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Street number	Street	Room/lab/hospital/clinic	Schedule
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What is the anticipated annual income to be earned from moonlighting? \$_____

JOB QUALIFICATIONS AND DUTIES

Minimum education required: DO ☐ MD ☐ International equivalent, such as MBBS ☐

Minimum residency required (*number of years and specific field*): _____

Minimum fellowship training required (*number of years and specific field*): _____

Minimum years of post-training employment and/or teaching experience required: _____

Does the physician need to be BC/BE? Yes ☐ What field? _____ No ☐

Will the physician work on or support any particular research projects which we could read about on the UAB website? If so, list the names of the project(s) here: _____

How many employees will the physician supervise (*i.e.*, over how many employees will they have authority to hire, discipline, and fire)? _____

REQUIRED SIGNATURES AND CONTACT INFORMATION

Division Director Signature _____ Date _____

Department Chair Signature _____ Date _____

Department administration contact for questions pertaining to this H-1B petition and to be copied on automatic email reminders (type or print legibly): Name _____ Email Address _____

Departmental UPS or FedEx account (not GL string or corporate card number) for shipping H-1B petition* to USCIS: UPS Account _____ or FedEx account _____

If the physician will be dually-appointed with HSF, please provide the 6-digit HSF Accounting Unit for departmental billing (HSF pays a service fee to ISSS for H-1B petition preparation): _____



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INSTRUCTIONS AND JUSTIFICATION FOR H-1B IMMIGRATION CHECK REQUEST

Two different fees can be required to file an H-1B extension petition on behalf of a UAB/HSF employee.

A \$460 processing fee is required every time UAB/HSF files a petition for H-1B employment—whether for initial employment, change of employer, or extension of status. The department **must** pay this fee.

Dr. Anupam Agarwal, Executive Vice Dean, requires all H-1B petitions sponsored by units in the UAB School of Medicine to pay the additional premium processing fee. USCIS will make a determination (approval, denial, or Request for Evidence) on the petition within 15 days. Executive Administrators have been informed that this fee must be paid by the sponsoring department.

Department Administrators: Please provide the Oracle account string you wish ISSS to use to request a USCIS filing fee check drawn on a UAB account: _____

- ☐ This is an extension or amendment. We need a check for **\$460**.
- ☐ We need an additional premium processing check for **\$2,500. [MUST include if in SOM]**

If you have any questions, please contact International Student & Scholar Services at iss@uab.edu.

H-1B Beneficiary (employee) name: _____

If the physician is dually-funded by both UAB and HSF or the Valley Foundation, ISSS must file two separate H-1B extension petitions, and therefore will need two separate sets of H-1B filing fee checks. ISSS can request UAB checks based on the information provided above, but department administrators are responsible for requesting any check that needs to be drawn on an HSF or Valley account. All checks should be payable to "US Department of Homeland Security."



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EXPECTATIONS AND ISSS SERVICES: WORK AUTHORIZATION AND PERMANENT RESIDENCE (DEPARTMENTS)

UAB's Office of International Student and Scholar Services (ISSS) is responsible for helping UAB, HSF, Valley Foundation, and Southern Research secure United States Citizenship & Immigration Services (USCIS) work authorization for international employees. Institutional immigration compliance is an active, three-way partnership requiring the engagement of ISSS, department administrators, and international employees themselves. Departments and international employees are expected to take an active role in the immigration process and follow checklists, packet information, and other instructions designed to maximize efficiency during the process. ISSS can assist only in certain areas and is not a Human Resources unit. Please review the below in anticipation of beginning a work authorization process for an international hire (*i.e.*, someone who is *not* a US citizen or permanent resident).

ISSS Responsibilities

- Collect from departments and international employees all information necessary to draft and file the following specific types of non-immigrant work authorization petitions with USCIS: H-1B, O-1, E-3, and TN
- Provide automated reminders and notifications when petitions have been approved, including instructions that the department and the international employee must follow for next steps to complete the onboarding and I-9 processes
- Send automated reminders and notifications when employees' work authorization can be renewed
- Provide annual trainings and Lunch 'n' Learns for administrators on immigration-related topics
- Collaborate with outside counsel during the transition from J-1 to H-1B status required for incoming clinical faculty who are currently completing their final year of medical training
- Provide templates and schedule for PERM recruitment among the department, Recruitment Services, and Faculty Affairs as needed depending on the position
- Distribute the weekly *Globetrotter* e-newsletter
- Publish extensive information about common processes and procedures on [our website](#)
- Determine the timing and category of potential permanent residence sponsorship in consultation with department administration

Department Responsibilities

- Provide complete, accurate, and timely information on ISSS new hire and extension packets for international hires, including accurate work locations and schedules, accurate job descriptions/duties, and accurate representation of the minimum degree level, training, and work experience required to be hired into the position
- Post and return H-1B posting notices (LCA notices) to ISSS after 10 business days

- Timely request USCIS fee checks that need to be drawn on an HSF, Valley, or Southern Research account (i.e., a non-UAB state funds account)
- Ensure that PERM recruitment ads are placed in appropriate media in conjunction with Recruitment Services and the Faculty Affairs office
- Facilitate signature processes and letterhead printing of immigration-related letters of support
- Update Oracle when an international employee changes immigration status or receives an extension of stay so that the Guardian system sends appropriate I-9 reminders
- Read the weekly *Globetrotter* e-newsletter for important updates related to federal immigration policy and ISSS procedures
- Review and refer to [ISSS website](#) for FAQs and common processes available 24/7
- Forward any permanent residence-related requests from outside attorneys to ISSS for review before signing or returning any letters or USCIS forms
- Notifying ISSS of a salary change greater than 10%, a change in physical work location, or significant change in title or job duties for any H-1B employee

Additional Resources for Questions Outside the Scope of ISSS

ISSS does not operate as a “one-stop shop” for everything that might involve an international employee. Our mandate extends to advising departments only about the steps and documentation necessary to file a successful petition for work authorization with USCIS. Departments and international employees are expected to take an active role in the immigration process and follow checklists, packet information, and other instructions designed to maximize efficiency during the process. ISSS staff are not personal attorneys and cannot assist with matters other than those directly related to processes connected with work authorization for UAB, HSF, Valley, and Southern Research. Please direct additional inquiries to the following:

- Employee recruitment/onboarding: departmental HR
- Employee discipline/termination: departmental HR
- Documents provided by an international employee who has a “work card” (EAD) and does not need USCIS work authorization sponsorship in the H-1B, O-1, E-3, or TN category: <https://www.uab.edu/global/employees-scholars/information-for-departments/hiring-international-employees-with-work-authorization-independent-of-uab-hsf>
- Volunteer/unpaid appointments: <https://www.uab.edu/global/employees-scholars/information-for-departments/volunteer-appointments>
- Permanent residence processes that do NOT require employer sponsorship: <https://www.uab.edu/global/employees-scholars/international-faculty-staff/permanent-residence> (see the last section re: “Permanent Residence Paths Requiring Outside Attorney”)

All new international employees in the H-1B, O-1, E-3, and TN categories, or who are seeking employer-sponsored permanent residence, will receive a similar document outlining their personal responsibilities with regard to the work authorization and permanent residence processes.