

VISA PAY POLICY

It is the practice of California State University, Bakersfield to attract and employ premiere faculty for the purposes of teaching our students. At times, there may be a need to petition for an employment visa for these individuals.

It shall be the process for the hiring department to refer any new employee in need of an employment visa to the Human Resources Department. Human Resources will work with the individual, the hiring department and the Office of the Provost as necessary, to process the petition for employment status.

There are several costs associated with the H-1B petition. They include the basic filing fee, and a one-time Fraud Prevention and Detection fee for new employees, both fees paid by the department. In addition, each dean shall have the ability to request "Premium Processing". This process allows the Department of Homeland Security to process the petition within 15 days of receipt. The fee for this service may be paid for by the school/unit or employee. The Department should pay for this fee if, and only if: (i) the need for premium processing is a direct result of a delay caused by the campus itself; or (ii) premium processing is needed to address an immediate and express business need of the campus.

Please refer to the U.S. Citizenship and Immigration Services website at <https://www.uscis.gov/> for current H-1B fees.

It also remains the practice of California State University, Bakersfield to assist the employee with their petition for permanent residency only through the request of the individual. California State University, Bakersfield does not automatically petition or advise employees on matters related to permanent residency. Questions regarding employment visas should be referred to the Office of Human Resources.