

Immigration Visa Types and Requirements

Type of Visa	Requirement	UCO's Role	Comments
F1			
student status	must be a student in good standing	International Office will monitor grades and enrollment to determine "good standing"	can only work ON CAMPUS of enrollment (certain exceptions apply)
non-immigrant status	pays no FICA tax treaty may apply*	sponsorship NA monitors time in USA	limited to 20 total hours per week during semester (certain exceptions apply) could adjunct if qualified, but 20 hr. limit still applies and must include class prep time
CPT			
Curricular Practical Training	must be enrolled full-time must apply semester by semester	International Office will monitor grades and enrollment to determine "good standing"	employer must describe training or employment
student status		sponsorship NA	cannot exceed length of semester
non-immigrant status	tax treaty may apply*		practicum or internship must be required or integral to degree program
OPT			
Optional Practical Training	work MUST be related to field of study	minimal; application made by degree-granting university, not the employer UCO must monitor expiration date of work authorization	applicant must have conditional offer of work in field of study; can work anywhere full-time OPT or CPT papers must be received by Employment Services before they can work
F1 extension; one yr only; following graduation	pays no FICA tax treaty may apply*	sponsorship NA	
non-immigrant status			
H1B			
specialty occupations	must be paid a prevailing wage	UCO is the petitioner and must sponsor the H1B and pay applicable fees	combined total of 6 years maximum (certain exceptions apply)
non-immigrant status	taxed same as citizens of US	<u>UCO will NOT sponsor a part-time H1B**</u>	can transfer to a new sponsoring employer
		If UCO pays any portion of the employee cost, <u>including premium processing</u> , it will be reported as taxable income on the W-2	MAY be able to work PT at another employer universities are exempt from the H1B annual cap
			must provide proof applicant is not displacing an American worker

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EA	Employment Authorization	UCO must monitor expiration date of work authorization	<p>may apply for permanent resident status while working under H1B</p> <p>can continue working after renewal receipt is received by Employment Services</p> <p>If applicable, a premium processing fee may be paid by the employee or the department (treat as taxable wages on W-2)</p> <p>faculty must be hired through screening committee</p>
Employment Authorization	taxed same as citizens of US	UCO does not handle UCO must monitor expiration date of work authorization	can work part-time or full-time for any employer
non-immigrant status		sponsorship NA**	can continue working after renewal receipt is received by Employment Services
PR	Permanent Resident	UCO is the petitioner and must sponsor and pay applicable fees	<p>If applicable, a premium processing fee may be paid by the employee or the department (treat as taxable income on W-2)</p> <p>must provide proof applicant is not displacing an American worker AND that employer was unsuccessful in recruiting a US citizen for the position. Requires a printed ad for posting position</p>
immigrant status		<p>approx.\$2000 employer cost to UCO</p> <p>If UCO pays any portion of the employee cost, <u>including premium processing</u>, it will be reported as taxable income on the W-2</p> <p>UCO must monitor expiration date of work authorization</p>	<p>can continue working after renewal receipt is received by Employment Services</p>
Citizenship	must have PR status	<p>must have been in US for 30 mo out of last 5 years</p> <p>must have resided in a state for at least 3 months</p>	UCO does not handle
			becomes a naturalized citizen

*may have to pay taxes if they have been in US over 5 years

**UCO will not process paperwork; will only sign off as employer