

H-1B Timeline for Submitting Requests

All start dates assume the department will request premium processing and USCIS processing will take 15 business days.

This timeline does not reflect achievable start dates if the prospective employee is located outside the U.S. Contact the OIS with any questions

Complete Request Received by OIS	HR Onboarding Date/ I-797 Start Date
11/11/2025	2/9/2026
11/25/2025	2/23/2026
12/9/2025	3/9/2026
12/23/2025	3/23/2026
1/6/2026	4/6/2026
1/20/2026	4/20/2026
2/3/2026	5/4/2026
2/17/2026	5/18/2026
3/3/2026	6/1/2026
3/17/2026	6/15/2026
3/31/2026	6/29/2026
4/14/2026	7/13/2026
4/28/2026	7/27/2026
5/12/2026	8/10/2026
5/26/2026	8/24/2026
6/10/2026	9/8/2026
6/23/2026	9/21/2026
7/7/2026	10/5/2026
7/21/2026	10/19/2026
8/4/2026	11/2/2026
8/18/2026	11/16/2026
9/1/2026	11/30/2026
9/15/2026	12/14/2026
10/6/2026	1/4/2027

H-1B Temporary Nonimmigrant Workers in Specialty Occupations Basic Procedures – General Work Flow

Step 1: Information and Evidence Gathering

- Department and scholar complete e-forms, gather and prepare supporting documents, letters, fees, etc.
- Department submits full request in [Sunapsis](#).

Step 2: OIS Review, U.S. Department of Labor Process

- OIS reviews the request; communicates with department about any questions.
- OIS conducts a prevailing wage analysis.
- OIS does electronic Labor Condition Application (LCA) posting and submits LCA to U.S. Department of Labor.
- OIS prepares final H-1B petition; submits to USCIS.

Step 3: Petition Pending at USCIS

- If filed with premium processing fee, USCIS will adjudicate the petition within 15 business days.
 - If they require more information, USCIS will send a Request for Evidence (RFE), which will delay approval.
- Without premium processing, the processing time at USCIS is often lengthy.
- Receipt of the H-1B petition at USCIS allows current UMB H-1B employees to continue working (H-1B extension), and for H-1B employees at other employers to start work at UMB (H-1B transfer).

Step 4: H-1B Approval/Consular Processing Required if Scholar is Outside U.S.

- Upon approval, international employees (new or continuing) who held a different immigration status may start or continue work (H-1B Change of Status).
- For scholars outside the U.S., OIS sends the H-1B approval notice to their address abroad.
 - Scholar schedules visa appointment with U.S. Embassy/Consulate (not applicable to Canadian citizens).
 - U.S. Embassy/Consulate reviews application and issues visa stamp. Visa processing times can vary widely due to a variety of issues (i.e., staffing at U.S. embassy/consulate, background checks)

Step 5: Scholar Arrives at UMB/Begins work in H-1B Status

- Scholar may enter U.S. up to 10 days before H-1B start date.
- Scholar completes Form I-9 at HR Service Center within first 3 days of H-1B employment at UMB.