

## Labor Conditions and Return Travel Attestation

E-3/H-1B employee: \_\_\_\_\_ Campus: \_\_\_\_\_

College/school/unit: \_\_\_\_\_ Dept: \_\_\_\_\_

In accordance with U.S. Department of Labor regulations (20 CFR Part 655, Subpart H), a University of Hawai'i (UH) unit sponsoring an E-3 or H-1B employee must attest that the following labor conditions will be in effect for the full duration of employment:

- The employee named above and other individuals employed in the occupational classification will be paid the required wage (i.e. the higher of the prevailing wage or actual wage);
- Employment of this person will not adversely affect the working conditions of similarly employed U.S. workers;
- There currently is no strike or lockout in the course of a labor dispute in the occupational classification; and
- The hiring unit identified above will ensure employment of this person will conform to the applicable collective bargaining agreement (if any), UH policies and procedures, and the terms stated below for the duration of E-3/H-1B work authorization.

Position title: \_\_\_\_\_ Select one:  UHPA  HGEA  E/M

Intended dates: \_\_\_\_\_ to \_\_\_\_\_ Annual salary: \$ \_\_\_\_\_  
start end

**H-1B employees only:** If the worker is dismissed from employment or resigns in lieu of termination for any reason before the end of the H-1B authorization period, the college/school/unit/department will be required to assume the reasonable costs of return transportation of the employee to his/her last place of foreign residence. (8 CFR 214.2(h)(4)(iii)(E))

I confirm the U.S. Department of Labor's requirements and the above terms and conditions of employing this E-3/H-1B worker will be met during the authorization period. I understand that before any material changes to employment may occur, they must be reported to UH Faculty and Scholar Immigration Services and an application or petition amending the terms of authorization may need to be submitted to the appropriate federal agency.

\_\_\_\_\_  
PI/Supervisor's signature Name Date

\_\_\_\_\_  
Department chair's signature Name Date

\_\_\_\_\_  
Dean's signature Name Date