

The University of Maryland has certified and signed a Labor Condition Application (LCA) on your behalf with the U.S. Department of Labor. The certification of the LCA represents the university's attestation of the following conditions.

1. **Wages:** The employer attests that the H-1B non-immigrant will be paid wages which are at least the higher of the actual wage level paid by the employer to all other individuals with similar experience and qualifications for the specific employment in question or the prevailing wage level for the occupational classification in the area of intended employment. By making "Yes" in section F, the employer also attests that it will pay these non-immigrants the required wage for time in nonproductive status due to a decision of the employer or due to the H-1B non-immigrant's lack of a permit or license. The employer further attests that these non-immigrants will be offered benefits on the same basis, and in accordance with the same criteria, as offered to U.S. workers.
2. **Working Conditions:** The employer attests that the employment of H-1B non-immigrants in the named occupation will not adversely affect the working conditions of workers similarly employed. The employer further attests that H-1B non-immigrants will be afforded working conditions on the same basis, and in accordance with same criteria, as offered to similarly employed U.S. workers.
3. **Strike, Lockout, or Work Stoppage:** The employer attests that on the date the application is signed and submitted, there is not a strike, lockout, or work stoppage in the course of a labor dispute in the named occupation at the place of employment and that, if such a strike, lockout, or work stoppage occurs after the application is submitted, the employer will notify ETA within three (3) days of such occurrence and the application will not be used in support of a petition filing with INS for H-1B , H 1BB1, or E-3 non-immigrants to work in the same occupation at the place of employment until ETA determines the strike, lockout, or work stoppage has ceased. See 20 CFR 655.733
4. **Notice:** The employer attests that as of the date of filing, notice of the labor condition application has been or will be provided to workers employed in the named occupation. Notice of the application shall be provided to workers through the bargaining representative, or where there is no such bargaining representative, notice of the filing shall be provided either through physical posting in conspicuous locations where H-1B non-immigrants will be employed, or through electronic notification to employees in the occupation classification for which non-immigrants are sought. The employer also attests that each non-immigrant employed pursuant to the application will be provided with a copy (or original, as appropriate) of the certified Form ETA 9035, and provided with a copy of ETA 9035CP if requested, As stated above, for H-1B non-immigrants, the employer must provide the certified Labor Condition Application to the non-immigrants, who must follow the H-1B procedures of USCIS and the Department of State. This notification shall be provided no later than the date the nonimmigrant reports to work at the place of employment.