

114TH CONGRESS  
1ST SESSION

**S.** \_\_\_\_\_

To amend the Immigration and Nationality Act to reform and reduce fraud and abuse in certain visa programs for aliens working temporarily in the United States, and for other purposes.

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IN THE SENATE OF THE UNITED STATES

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Mr. GRASSLEY (for himself and Mr. DURBIN) introduced the following bill; which was read twice and referred to the Committee on

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**A BILL**

To amend the Immigration and Nationality Act to reform and reduce fraud and abuse in certain visa programs for aliens working temporarily in the United States, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

4       (a) SHORT TITLE.—This Act may be cited as the  
5 “H–1B and L–1 Visa Reform Act of 2015”.

6       (b) TABLE OF CONTENTS.—The table of contents for  
7 this Act is as follows:

Sec. 1. Short title; table of contents.

## TITLE I—H-1B VISA FRAUD AND ABUSE PROTECTIONS

## Subtitle A—H-1B Employer Application Requirements

- Sec. 101. Modification of application requirements.
- Sec. 102. New application requirements.
- Sec. 103. Application review requirements.
- Sec. 104. H-1B visa allocation.
- Sec. 105. H-1B workers employed by institutions of higher education.
- Sec. 106. Specialty occupation to require an actual degree.
- Sec. 107. Labor condition application fee.
- Sec. 108. H-1B subpoena authority for the Department of Labor.
- Sec. 109. Limitation on extension of H-1B petition.
- Sec. 110. Elimination of B-1 in lieu of H-1.

## Subtitle B—Investigation and Disposition of Complaints Against H-1B Employers

- Sec. 111. General modification of procedures for investigation and disposition.
- Sec. 112. Investigation, working conditions, and penalties.
- Sec. 113. Waiver requirements.
- Sec. 114. Initiation of investigations.
- Sec. 115. Information sharing.
- Sec. 116. Conforming amendment.

## Subtitle C—Other Protections

- Sec. 121. Posting available positions through the Department of Labor.
- Sec. 122. Transparency and report on wage system.
- Sec. 123. Requirements for information for H-1B and L-1 nonimmigrants.
- Sec. 124. Additional Department of Labor Employees.
- Sec. 125. Technical correction.
- Sec. 126. Application.

## TITLE II—L-1 VISA FRAUD AND ABUSE PROTECTIONS

- Sec. 201. Prohibition on replacement of United States workers and restricting outplacement of L-1 nonimmigrants.
- Sec. 202. L-1 employer petition requirements for employment at new offices.
- Sec. 203. Cooperation with Secretary of State.
- Sec. 204. Investigation and disposition of complaints against l-1 employers.
- Sec. 205. Wage rate and working conditions for L-1 nonimmigrants.
- Sec. 206. Penalties.
- Sec. 207. Prohibition on retaliation against L-1 nonimmigrants.
- Sec. 208. Adjudication by Department of Homeland Security of petitions under blanket petition.
- Sec. 209. Reports on employment-based nonimmigrants.
- Sec. 210. Specialized knowledge.
- Sec. 211. Technical amendments.
- Sec. 212. Application.

1 **TITLE I—H-1B VISA FRAUD AND**  
2 **ABUSE PROTECTIONS**  
3 **Subtitle A—H-1B Employer**  
4 **Application Requirements**

5 **SEC. 101. MODIFICATION OF APPLICATION REQUIRE-**  
6 **MENTS.**

7 (a) **GENERAL APPLICATION REQUIREMENTS.**—Sec-  
8 tion 212(n)(1)(A) of the Immigration and Nationality Act  
9 (8 U.S.C. 1182(n)(1)(A)) is amended to read as follows:

10 “(A) The employer—

11 “(i) is offering and will offer to H-1B non-  
12 immigrants, during the period of authorized  
13 employment for each H-1B nonimmigrant,  
14 wages that are determined based on the best in-  
15 formation available at the time the application  
16 is filed and which are not less than the highest  
17 of—

18 “(I) the locally determined prevailing  
19 wage level for the occupational classifica-  
20 tion in the area of employment;

21 “(II) the median wage for all workers  
22 in the occupational classification in the  
23 area of employment; and

24 “(III) the median wage for skill level  
25 2 in the occupational classification found

1 in the most recent Occupational Employ-  
2 ment Statistics survey; and

3 “(ii) will provide working conditions for  
4 such H–1B nonimmigrant that will not ad-  
5 versely affect the working conditions of United  
6 States workers similarly employed by the em-  
7 ployer or by an employer with which such H–  
8 1B nonimmigrant is placed pursuant to a waiv-  
9 er under paragraph (2)(E).”.

10 (b) INTERNET POSTING REQUIREMENT.—Section  
11 212(n)(1)(C) of such Act is amended—

12 (1) by redesignating clause (ii) as subclause  
13 (II);

14 (2) by striking “(i) has provided” and inserting  
15 the following:

16 “(ii)(I) has provided”; and

17 (3) by inserting before clause (ii), as redesign-  
18 dated by paragraph (2), the following:

19 “(i) has posted on the Internet website de-  
20 scribed in paragraph (3), for at least 30 cal-  
21 endar days, a detailed description of each posi-  
22 tion for which a nonimmigrant is sought that  
23 includes a description of—

24 “(I) the wages and other terms and  
25 conditions of employment;

1                   “(II) the minimum education, train-  
2                   ing, experience, and other requirements for  
3                   the position; and

4                   “(III) the process for applying for the  
5                   position; and”.

6           (c) WAGE DETERMINATION INFORMATION.—Section  
7 212(n)(1)(D) of such Act is amended by inserting “the  
8 wage determination methodology used under subpara-  
9 graph (A)(i),” after “shall contain”.

10          (d) APPLICATION OF REQUIREMENTS TO ALL EM-  
11 PLOYERS.—

12           (1) NONDISPLACEMENT.—Section 212(n)(1)(E)  
13 of such Act is amended to read as follows:

14           “(E)(i) The employer—

15                   “(I) will not at any time replace a United  
16                   States worker with 1 or more H-1B non-  
17                   immigrants; and

18                   “(II) did not displace and will not displace  
19                   a United States worker employed by the em-  
20                   ployer within the period beginning 180 days be-  
21                   fore and ending 180 days after the date of the  
22                   placement of the nonimmigrant with the em-  
23                   ployer.

24           “(ii) The 180-day period referred to in clause  
25           (i) may not include any period of on-site or virtual

1 training of H-1B nonimmigrants by employees of  
2 the employer.”.

3 (2) RECRUITMENT.—Section 212(n)(1)(G)(i) of  
4 such Act is amended by striking “In the case of an  
5 application described in subparagraph (E)(ii), sub-  
6 ject” and inserting “Subject”.

7 (e) WAIVER REQUIREMENT.—Section 212(n)(1)(F)  
8 of such Act is amended to read as follows:

9 “(F) The employer will not place, outsource,  
10 lease, or otherwise contract for the services or place-  
11 ment of H-1B nonimmigrants with another em-  
12 ployer, regardless of the physical location where such  
13 services will be performed, unless the employer of  
14 the alien has been granted a waiver under paragraph  
15 (2)(E).”.

16 **SEC. 102. NEW APPLICATION REQUIREMENTS.**

17 Section 212(n)(1) of the Immigration and Nationality  
18 Act (8 U.S.C. 1182(n)(1)), as amended by section 101,  
19 is further amended by inserting after subparagraph (G)(ii)  
20 the following:

21 “(H)(i) The employer, or a person or entity act-  
22 ing on the employer’s behalf, has not advertised any  
23 available position specified in the application in an  
24 advertisement that states or indicates that—

1           “(I) such position is only available to an  
2 individual who is or will be an H-1B non-  
3 immigrant; or

4           “(II) an individual who is or will be an H-  
5 1B nonimmigrant shall receive priority or a  
6 preference in the hiring process for such posi-  
7 tion.

8           “(ii) The employer has not primarily recruited  
9 individuals who are or who will be H-1B non-  
10 immigrants to fill such position.

11           “(I) If the employer employs 50 or more em-  
12 ployees in the United States—

13           “(i) the sum of the number of such em-  
14 ployees who are H-1B nonimmigrants plus the  
15 number of such employees who are non-  
16 immigrants described in section 101(a)(15)(L)  
17 does not exceed 50 percent of the total number  
18 of employees; and

19           “(ii) the employer’s corporate organization  
20 has not been restructured to evade the limita-  
21 tion under clause (i).

22           “(J) If the employer, in such previous period as  
23 the Secretary shall specify, employed 1 or more H-  
24 1B nonimmigrants, the employer will submit to the  
25 Secretary the Internal Revenue Service Form W-2

1 Wage and Tax Statements filed by the employer  
2 with respect to the H-1B nonimmigrants for such  
3 period.”.

4 **SEC. 103. APPLICATION REVIEW REQUIREMENTS.**

5 (a) TECHNICAL AMENDMENT.—Section 212(n)(1) of  
6 the Immigration and Nationality Act (8 U.S.C.  
7 1182(n)(1)), as amended by sections 101 and 102, is fur-  
8 ther amended, in the undesignated paragraph at the end,  
9 by striking “The employer” and inserting the following:

10 “(K) The employer.”.

11 (b) APPLICATION REVIEW REQUIREMENTS.—Section  
12 212(n)(1)(K), as designated by subsection (a), is amend-  
13 ed—

14 (1) in the fourth sentence, by inserting “and  
15 through the Department of Labor’s website, without  
16 charge.” after “D.C.”;

17 (2) in the fifth sentence, by striking “only for  
18 completeness” and inserting “for completeness, indi-  
19 cators of fraud or misrepresentation of material  
20 fact,”;

21 (3) in the sixth sentence—

22 (A) by striking “or obviously inaccurate”  
23 and inserting “, presents indicators of fraud or  
24 misrepresentation of material fact, or is obvi-  
25 ously inaccurate”; and



1 (B) by striking “within 7 days of” and in-  
2 serting “not later than 14 days after”; and

3 (4) by adding at the end the following: “If the  
4 Secretary of Labor’s review of an application identi-  
5 fies indicators of fraud or misrepresentation of ma-  
6 terial fact, the Secretary may conduct an investiga-  
7 tion and hearing in accordance with paragraph  
8 (2).”.

9 **SEC. 104. H-1B VISA ALLOCATION.**

10 Section 214(g)(3) of the Immigration and Nationality  
11 Act (8 U.S.C. 1184(g)(3)), is amended—

12 (1) by striking the first sentence and inserting  
13 the following:

14 “(A) Subject to subparagraph (B), aliens who  
15 are subject to the numerical limitations under para-  
16 graph (1)(A) shall be issued visas, or otherwise pro-  
17 vided nonimmigrant status, in a manner and order  
18 established by the Secretary by regulation.”; and

19 (2) by adding at the end the following:

20 “(B) The Secretary shall consider petitions for  
21 nonimmigrant status under section  
22 101(a)(15)(H)(i)(b) in the following order:

23 “(i) Petitions for nonimmigrants described  
24 in section 101(a)(15)(F) who, while physically  
25 present in the United States, have earned an

1 advanced degree in a field of science, tech-  
2 nology, engineering, or mathematics from a  
3 United States institution of higher education  
4 (as defined in section 101(a) of the Higher  
5 Education Act of 1965 (20 U.S.C. 1001(a)))  
6 that has been accredited by an accrediting enti-  
7 ty that is recognized by the Department of  
8 Education.

9 “(ii) Petitions certifying that the employer  
10 will be paying the nonimmigrant the median  
11 wage for skill level 4 in the occupational classi-  
12 fication found in the most recent Occupational  
13 Employment Statistics survey.

14 “(iii) Petitions for nonimmigrants de-  
15 scribed in section 101(a)(15)(F) who are grad-  
16 uates of any other advanced degree program,  
17 undertaken while physically present in the  
18 United States, from an institution of higher  
19 education described in clause (i).

20 “(iv) Petitions certifying that the employer  
21 will be paying the nonimmigrant the median  
22 wage for skill level 3 in the occupational classi-  
23 fication found in the most recent Occupational  
24 Employment Statistics survey.

1           “(v) Petitions for nonimmigrants described  
2 in section 101(a)(15)(F) who are graduates of  
3 a bachelor’s degree program, undertaken while  
4 physically present in the United States, in a  
5 field of science, technology, engineering, or  
6 mathematics from an institution of higher edu-  
7 cation described in clause (i).

8           “(vi) Petitions for nonimmigrants de-  
9 scribed in section 101(a)(15)(F) who are grad-  
10 uates of bachelor’s degree programs, under-  
11 taken while physically present in the United  
12 States, in any other fields from an institution  
13 of higher education described in clause (i).

14           “(vii) Petitions for aliens who will be work-  
15 ing in occupations listed in Group I of the De-  
16 partment of Labor’s Schedule A of occupations  
17 in which the Secretary of Labor has determined  
18 there are not sufficient United States workers  
19 who are able, willing, qualified, and available.

20           “(viii) Petitions filed by employers meeting  
21 the following criteria of good corporate citizen-  
22 ship and compliance with the immigration laws:

23                   “(I) The employer is in possession  
24 of—

1                   “(aa) a valid E-Verify company  
2                   identification number; or

3                   “(bb) if the enterprise is using a  
4                   designated agent to perform E-Verify  
5                   queries, a valid E-Verify client com-  
6                   pany identification number and docu-  
7                   mentation from U.S. Citizenship and  
8                   Immigration Services that the com-  
9                   mercial enterprise is a participant in  
10                  good standing in the E-Verify pro-  
11                  gram.

12                  “(II) The employer is not under inves-  
13                  tigation by any Federal agency for viola-  
14                  tion of the immigration laws or labor laws.

15                  “(III) A Federal agency has not de-  
16                  termined, during the immediately pre-  
17                  ceding 5 years, that the employer violated  
18                  the immigration laws or labor laws.

19                  “(IV) During each of the preceding 3  
20                  fiscal years, at least 90 percent of the peti-  
21                  tions filed by the employer under section  
22                  101(a)(15)(H)(i)(b) were approved.

23                  “(V) The employer has filed, pursuant  
24                  to section 204(a)(1)(F), employment-based  
25                  immigrant petitions, including an approved

1 labor certification application under section  
2 212(a)(5)(A), for at least 90 percent of  
3 employees imported under section  
4 101(a)(15)(H)(i)(b) during the preceding 3  
5 fiscal years.

6 “(ix) Any remaining petitions.

7 “(C) In this paragraph the term ‘field of  
8 science, technology, engineering, or mathematics’  
9 means a field included in the Department of Edu-  
10 cation’s Classification of Instructional Programs tax-  
11 onomy within the summary groups of computer and  
12 information sciences and support services, engineer-  
13 ing, biological and biomedical sciences, mathematics  
14 and statistics, and physical sciences.”.

15 **SEC. 105. H-1B WORKERS EMPLOYED BY INSTITUTIONS OF**  
16 **HIGHER EDUCATION.**

17 Sections 214(g)(5) of the Immigration and Nation-  
18 ality Act (8 U.S.C. 1184(g)(5)) is amended by striking  
19 “is employed (or has received an offer of employment) at”  
20 at each place such phrase appears and inserting “is em-  
21 ployed by (or has received an offer of employment from)”.

22 **SEC. 106. SPECIALTY OCCUPATION TO REQUIRE AN AC-**  
23 **TUAL DEGREE.**

24 Section 214(i) of the Immigration and Nationality  
25 Act (8 U.S.C. sec. 1184(i)) is amended—

1 (1) in paragraph (1), by amending subpara-  
2 graph (B) to read as follows:

3 “(B) attainment of a bachelor’s or higher de-  
4 gree in the specific specialty directly related to the  
5 occupation as a minimum for entry into the occupa-  
6 tion in the United States.”; and

7 (2) by striking paragraph (2) and inserting the  
8 following:

9 “(2) For purposes of section 101(a)(15)(H)(i)(b), the  
10 requirements of this paragraph, with respect to a specialty  
11 occupation, are—

12 “(A) full State licensure to practice in the occu-  
13 pation, if such licensure is required to practice in the  
14 occupation; or

15 “(B) if a license is not required to practice in  
16 the occupation—

17 “(i) completion of a United States degree  
18 described in paragraph (1)(B) for the occupa-  
19 tion; or

20 “(ii) completion of a foreign degree equiva-  
21 lent to a United States degree described in  
22 paragraph (1)(B) for the occupation.”.

23 **SEC. 107. LABOR CONDITION APPLICATION FEE.**

24 Section 212(n) of the Immigration and Nationality  
25 Act (8 U.S.C. 1182(n)), as amended by sections 101

1 through 103, is further amended by adding at the end the  
2 following:

3 “(6)(A) The Secretary of Labor shall promulgate a  
4 regulation that requires applicants under this subsection  
5 to pay a reasonable application processing fee.

6 “(B) All of the fees collected under this paragraph  
7 shall be deposited as offsetting receipts in a separate ac-  
8 count within the general fund of the Treasury, which shall  
9 be known as the ‘H-1B Administration, Oversight, Inves-  
10 tigation, and Enforcement Account’ and shall remain  
11 available until expended. The Secretary of the Treasury  
12 shall refund amounts in such account to the Secretary of  
13 Labor for salaries and related expenses associated with the  
14 administration, oversight, investigation, and enforcement  
15 of the H-1B nonimmigrant visa program.”.

16 **SEC. 108. H-1B SUBPOENA AUTHORITY FOR THE DEPART-**  
17 **MENT OF LABOR.**

18 Section 212(n)(2) of the Immigration and Nationality  
19 Act (8 U.S.C. 1182(n)(2)) is amended—

20 (1) by redesignating subparagraph (I) as sub-  
21 paragraph (J); and

22 (2) by inserting after subparagraph (H) the fol-  
23 lowing:

24 “(I) The Secretary of Labor is authorized to take  
25 such actions, including issuing subpoenas and seeking ap-

1 appropriate injunctive relief and specific performance of con-  
2 tractual obligations, as may be necessary to ensure em-  
3 ployer compliance with the terms and conditions under  
4 this subsection. The rights and remedies provided to H-  
5 1B nonimmigrants under this subsection are in addition  
6 to any other contractual or statutory rights and remedies  
7 of such nonimmigrants and are not intended to alter or  
8 affect such rights and remedies.”.

9 **SEC. 109. LIMITATION ON EXTENSION OF H-1B PETITION.**

10 Section 214(g)(4) of the Immigration and Nationality  
11 Act (8 U.S.C. 1184(g)(4)) is amended to read as follows:

12 “(4)(A) Except as provided in subparagraph (B), the  
13 period of authorized admission as a nonimmigrant de-  
14 scribed in section 101(a)(15)(H)(i)(b) may not exceed 3  
15 years.

16 “(B) The period of authorized admission as a non-  
17 immigrant described in subparagraph (A) who is the bene-  
18 ficiary of an approved employment-based immigrant peti-  
19 tion under section 204(a)(1)(F) may be authorized for a  
20 period of up to 3 additional years if the total period of  
21 stay does not exceed 6 years, except for an extension under  
22 section 104(c) or 106(b) of the American Competitiveness  
23 in the Twenty-first Century Act of 2000 (8 U.S.C. 1184  
24 note).”.



1 **SEC. 110. ELIMINATION OF B-1 IN LIEU OF H-1.**

2 Section 214(g) of the Immigration and Nationality  
3 Act (8 U.S.C. 1184(g)) is amended by adding at the end  
4 the following:

5 “(12) Unless otherwise authorized by law, an alien  
6 normally classifiable under section 101(a)(15)(H)(i) who  
7 seeks admission to the United States to provide services  
8 in a specialty occupation described in paragraph (1) or  
9 (3) of subsection (i) may not be issued a visa or admitted  
10 under section 101(a)(15)(B) for such purpose. Nothing in  
11 this paragraph may be construed to authorize the admis-  
12 sion of an alien under section 101(a)(15)(B) who is com-  
13 ing to the United States for the purpose of performing  
14 skilled or unskilled labor if such admission is not otherwise  
15 authorized by law.”.

16 **Subtitle B—Investigation and Dis-**  
17 **position of Complaints Against**  
18 **H-1B Employers**

19 **SEC. 111. GENERAL MODIFICATION OF PROCEDURES FOR**  
20 **INVESTIGATION AND DISPOSITION.**

21 Section 212(n)(2)(A) of the Immigration and Nation-  
22 ality Act (8 U.S.C. 1182(n)(2)(A)) is amended—

23 (1) by striking “(A) Subject” and inserting the  
24 following:

25 “(A)(i) Subject”;

1           (2) by striking “12 months” and inserting “2  
2       years”;

3           (3) by striking the last sentence; and

4           (4) by adding at the end the following:

5       “(ii)(I) Upon the receipt of a complaint under clause  
6 (i), the Secretary may initiate an investigation to deter-  
7 mine if such failure or misrepresentation has occurred.

8       “(II) The Secretary may—

9           “(aa) conduct surveys of the degree to which  
10       employers comply with the requirements under this  
11       subsection; and

12           “(bb) conduct compliance audits of employers  
13       that employ H-1B nonimmigrants.

14       “(III) The Secretary shall—

15           “(aa) conduct annual compliance audits of not  
16       fewer than 1 percent of the employers that employ  
17       H-1B nonimmigrants during the applicable calendar  
18       year;

19           “(bb) conduct annual compliance audits of each  
20       employer with more than 100 employees who work  
21       in the United States if more than 15 percent of such  
22       employees are H-1B nonimmigrants; and

23           “(cc) make available to the public an executive  
24       summary or report describing the general findings of  
25       the audits carried out pursuant to this subclause.

1       “(iii) The process for receiving complaints under  
2 clause (i) shall include a hotline that is accessible 24 hours  
3 a day, by telephonic and electronic means.”.

4 **SEC. 112. INVESTIGATION, WORKING CONDITIONS, AND**  
5 **PENALTIES.**

6       Section 212(n)(2)(C) of the Immigration and Nation-  
7 ality Act (8 U.S.C. 1182(n)(2)(C)) is amended—

8           (1) in clause (i)—

9               (A) in the matter preceding subclause (I),  
10               by striking “a condition of paragraph (1)(B),  
11               (1)(E), or (1)(F), a substantial failure to meet  
12               a condition of paragraph (1)(C), (1)(D), or  
13               (1)(G)(i)(I)” and inserting “a condition under  
14               subparagraph (A), (B), (C), (D), (E), (F),  
15               (G)(i), (H), (I), or (J) of paragraph (1)”;

16               (B) in subclause (I)—

17                       (i) by striking “\$1,000” and inserting  
18                       “\$5,000”; and

19                       (ii) by striking “and” at the end;

20               (C) in subclause (II), by striking the pe-  
21               riod at the end and inserting “; and”; and

22               (D) by adding at the end the following:

23                       “(III) an employer that violates paragraph  
24                       (1)(A) shall be liable to the employees harmed by  
25                       such violation for lost wages and benefits.”;

1 (2) in clause (ii)—

2 (A) in subclause (I)—

3 (i) by striking “may” and inserting  
4 “shall”; and

5 (ii) by striking “\$5,000” and insert-  
6 ing “\$25,000”;

7 (B) in subclause (II), by striking the pe-  
8 riod at the end and inserting “; and”; and

9 (C) by adding at the end the following:

10 “(III) an employer that violates paragraph  
11 (1)(A) shall be liable to the employees harmed by  
12 such violation for lost wages and benefits.”;

13 (3) in clause (iii)—

14 (A) in the matter preceding subclause (I),  
15 by striking “displaced a United States worker  
16 employed by the employer within the period be-  
17 ginning 90 days before and ending 90 days  
18 after the date of filing of any visa petition sup-  
19 ported by the application” and inserting “dis-  
20 placed or replaced a United States worker in  
21 violation of subparagraph (E)”;

22 (B) in subclause (I)—

23 (i) by striking “may” and inserting  
24 “shall”;

1 (ii) by striking “\$35,000” and insert-  
2 ing “\$150,000”; and

3 (iii) by striking “and” at the end;

4 (C) in subclause (II), by striking the pe-  
5 riod at the end and inserting “; and”; and

6 (D) by adding at the end the following:

7 “(III) an employer that violates paragraph  
8 (1)(A) shall be liable to the employees harmed by  
9 such violation for lost wages and benefits.”;

10 (4) by striking clause (iv) and inserting the fol-  
11 lowing:

12 “(iv)(I) An employer that has filed an application  
13 under this subsection violates this clause by taking, failing  
14 to take, or threatening to take or fail to take a personnel  
15 action, or intimidating, threatening, restraining, coercing,  
16 blacklisting, discharging, or discriminating in any other  
17 manner against an employee because the employee—

18 “(aa) disclosed information that the employee  
19 reasonably believes evidences a violation of this sub-  
20 section or any rule or regulation pertaining to this  
21 subsection; or

22 “(bb) cooperated or sought to cooperate with  
23 the requirements under this subsection or any rule  
24 or regulation pertaining to this subsection.

1       “(II) In this subparagraph, the term ‘employee’ in-  
2 cludes—

3               “(aa) a current employee;

4               “(bb) a former employee; and

5               “(cc) an applicant for employment.

6       “(III) An employer that violates this clause shall be  
7 liable to the employee harmed by such violation for lost  
8 wages and benefits.”; and

9               (5) in clause (vi)—

10               (A) by amending subclause (I) to read as  
11 follows:

12       “(I) It is a violation of this clause for an employer  
13 that has filed an application under this subsection—

14               “(aa) to require an H-1B nonimmigrant to pay  
15 a penalty or liquidated damages for ceasing employ-  
16 ment with the employer before a date agreed to by  
17 the nonimmigrant and the employer; or

18               “(bb) to fail to offer to an H-1B non-  
19 immigrant, during the nonimmigrant’s period of au-  
20 thorized employment, on the same basis, and in ac-  
21 cordance with the same criteria, as the employer of-  
22 fers to United States workers, benefits and eligibility  
23 for benefits, including—

1           “(AA) the opportunity to participate in  
2 health, life, disability, and other insurance  
3 plans;

4           “(BB) the opportunity to participate in re-  
5 tirement and savings plans; and

6           “(CC) cash bonuses and noncash com-  
7 pensation, such as stock options (whether or  
8 not based on performance).”; and

9           (B) in subclause (III), by striking  
10 “\$1,000” and inserting “\$5,000”.

11 **SEC. 113. WAIVER REQUIREMENTS.**

12       (a) IN GENERAL.—Section 212(n)(2)(E) of the Im-  
13 migration and Nationality Act (8 U.S.C. 1182(n)(2)(E))  
14 is amended to read as follows:

15       “(E)(i) The Secretary of Labor may waive the prohi-  
16 bition under paragraph (1)(F) if the Secretary determines  
17 that the employer seeking such waiver has established  
18 that—

19           “(I) the employer with which the H-1B non-  
20 immigrant would be placed—

21           “(aa) does not intend to replace a United  
22 States worker with 1 or more H-1B non-  
23 immigrants; and

24           “(bb) has not displaced, and does not in-  
25 tend to displace, a United States worker em-

1           employed by the employer within the period begin-  
2           ning 180 days before the date of the placement  
3           of the nonimmigrant with the employer and  
4           ending 180 days after such date (not including  
5           any period of on-site or virtual training of H-  
6           1B nonimmigrants by employees of the em-  
7           ployer);

8           “(II) the H-1B nonimmigrant will be prin-  
9           cipally controlled and supervised by the petitioning  
10          employer; and

11          “(III) the placement of the H-1B non-  
12          immigrant is not essentially an arrangement to pro-  
13          vide labor for hire for the employer with which the  
14          H-1B nonimmigrant will be placed.

15          “(ii) The Secretary shall grant or deny a waiver  
16          under this subparagraph not later than 7 days after the  
17          date on which the Secretary receives an application for  
18          such waiver.”.

19          (b) RULEMAKING.—

20                 (1) RULES FOR WAIVERS.—The Secretary of  
21          Labor, after notice and a period for comment, shall  
22          promulgate a final rule for an employer to apply for  
23          a waiver under section 212(n)(2)(E) of the Immigra-  
24          tion and Nationality Act, as amended by subsection  
25          (a).



1           (2) REQUIREMENT FOR PUBLICATION.—The  
2       Secretary of Labor shall submit to Congress, and  
3       publish in the Federal Register and in other appro-  
4       priate media, a notice of the date on which the rules  
5       required under paragraph (1) are published.

6   **SEC. 114. INITIATION OF INVESTIGATIONS.**

7       Section 212(n)(2)(G) of the Immigration and Nation-  
8   ality Act (8 U.S.C. 1182(n)(2)(G)) is amended—

9           (1) in clause (i), by striking “if the Secretary  
10      of Labor” and all that follows and inserting “with  
11      regard to the employer’s compliance with the re-  
12      quirements under this subsection.”;

13          (2) in clause (ii), by striking “and whose iden-  
14      tity” and all that follows through “failure or fail-  
15      ures.” and inserting “the Secretary may conduct an  
16      investigation into the employer’s compliance with the  
17      requirements under this subsection.”;

18          (3) in clause (iii), by striking the last sentence;

19          (4) by striking clauses (iv) and (v);

20          (5) by redesignating clauses (vi), (vii), and (viii)  
21      as clauses (iv), (v), and (vi), respectively;

22          (6) in clause (iv), as redesignated, by striking  
23      “meet a condition described in clause (ii), unless the  
24      Secretary of Labor receives the information not later  
25      than 12 months” and inserting “comply with the re-

1        requirements under this subsection unless the Sec-  
2        retary of Labor receives the information not later  
3        than 2 years”;

4                (7) by amending clause (v), as redesignated, to  
5        read as follows:

6        “(v)(I) Except as provided in subclause (II), the Sec-  
7        retary of Labor shall provide notice to an employer of the  
8        intent to conduct an investigation. Such notice shall be  
9        provided in such a manner, and shall contain sufficient  
10       detail, to permit the employer to respond to the allegations  
11       before an investigation is commenced.

12       “(II) The Secretary of Labor is not required to com-  
13       ply with subclause (I) if the Secretary determines that  
14       such compliance would interfere with an effort by the Sec-  
15       retary to investigate or secure compliance by the employer  
16       with the requirements under this subsection.

17       “(III) A determination by the Secretary of Labor  
18       under this clause shall not be subject to judicial review.”;

19                (8) in clause (vi), as redesignated, by striking  
20       “An investigation” and all that follows through “the  
21       determination.” and inserting “If the Secretary of  
22       Labor, after an investigation under clause (i) or (ii),  
23       determines that a reasonable basis exists to make a  
24       finding that the employer has failed to comply with  
25       the requirements under this subsection, the Sec-

1       retary, not later than 120 days after the date of  
2       such determination, shall provide interested parties  
3       with notice of such determination and an oppor-  
4       tunity for a hearing in accordance with section 556  
5       of title 5, United States Code.”; and

6               (9) by adding at the end the following:

7       “(vii) If the Secretary of Labor, after a hearing, finds  
8       a reasonable basis to believe that the employer has violated  
9       the requirements under this subsection, the Secretary  
10      shall impose a penalty in accordance with subparagraph  
11      (C).”.

12      **SEC. 115. INFORMATION SHARING.**

13      Section 212(n)(2)(H) of the Immigration and Na-  
14      tionality Act (8 U.S.C. 1182(n)(2)(H)) is amended to read  
15      as follows:

16      “(H) The Director of U.S. Citizenship and Immigra-  
17      tion Services shall provide the Secretary of Labor with any  
18      information contained in the materials submitted by em-  
19      ployers of H–1B nonimmigrants as part of the petition  
20      adjudication process that indicates that the employer is  
21      not complying with visa program requirements for H–1B  
22      nonimmigrants. The Secretary may initiate and conduct  
23      an investigation and hearing under this paragraph after  
24      receiving information of noncompliance under this sub-  
25      paragraph.”.

1 **SEC. 116. CONFORMING AMENDMENT.**

2 Section 212(n)(2)(F) of the Immigration and Nation-  
3 ality Act (8 U.S.C. 1182(n)(2)(F)) is amended by striking  
4 “The preceding sentence shall apply to an employer re-  
5 gardless of whether or not the employer is an H-1B-de-  
6 pendent employer.”.

7 **Subtitle C—Other Protections**

8 **SEC. 121. POSTING AVAILABLE POSITIONS THROUGH THE**  
9 **DEPARTMENT OF LABOR.**

10 (a) DEPARTMENT OF LABOR WEBSITE.—Section  
11 212(n)(3) of the Immigration and Nationality Act (8  
12 U.S.C. 1182(n)) is amended to read as follows:

13 “(3)(A) Not later than 90 days after the date of the  
14 enactment of the H-1B and L-1 Visa Reform Act of  
15 2015, the Secretary of Labor shall establish a searchable  
16 Internet website for posting positions in accordance with  
17 paragraph (1)(C) that is available to the public without  
18 charge.

19 “(B) The Secretary may work with private companies  
20 or nonprofit organizations to develop and operate the  
21 Internet website described in subparagraph (A).

22 “(C) The Secretary may promulgate rules, after no-  
23 tice and a period for comment, to carry out this para-  
24 graph.”.

25 (b) PUBLICATION REQUIREMENT.—The Secretary of  
26 Labor shall submit to Congress, and publish in the Fed-

1 eral Register and in other appropriate media, a notice of  
2 the date on which the Internet website required under sec-  
3 tion 212(n)(3) of the Immigration and Nationality Act,  
4 as amended by subsection (a), will be operational.

5 (c) APPLICATION.—The amendments made by sub-  
6 section (a) shall apply to an application filed on or after  
7 the date that is 30 days after the date described in sub-  
8 section (b).

9 **SEC. 122. TRANSPARENCY AND REPORT ON WAGE SYSTEM.**

10 (a) IMMIGRATION DOCUMENTS.—Section 204 of the  
11 Immigration and Nationality Act (8 U.S.C. 1154) is  
12 amended by adding at the end the following:

13 “(m) EMPLOYER TO PROVIDE IMMIGRATION PAPER-  
14 WORK EXCHANGED WITH FEDERAL AGENCIES.—

15 “(1) IN GENERAL.—Not later than 21 business  
16 days after receiving a written request from a former,  
17 current, or prospective employee of an employer who  
18 is the beneficiary of an employment-based non-  
19 immigrant petition filed by the employer, such em-  
20 ployer shall provide such employee or beneficiary  
21 with the original (or a certified copy of the original)  
22 of all petitions, notices, and other written commu-  
23 nication exchanged between the employer and the  
24 Department of Labor, the Department of Homeland  
25 Security, or any other Federal agency or department

1 that is related to an immigrant or nonimmigrant pe-  
2 tition filed by the employer for such employee or  
3 beneficiary.

4 “(2) WITHHOLDING OF FINANCIAL OR PROPRI-  
5 ETARY INFORMATION.—If a document required to be  
6 provided to an employee or prospective employee  
7 under paragraph (1) includes any sensitive financial  
8 or proprietary information of the employer, the em-  
9 ployer may redact such information from the copies  
10 provided to such person.”.

11 (b) GAO REPORT ON JOB CLASSIFICATION AND  
12 WAGE DETERMINATIONS.—Not later than 1 year after  
13 the date of the enactment of this Act, the Comptroller  
14 General of the United States shall prepare a report that—

15 (1) analyzes the accuracy and effectiveness of  
16 the Secretary of Labor’s current job classification  
17 and wage determination system;

18 (2) specifically addresses whether the systems  
19 in place accurately reflect the complexity of current  
20 job types and geographic wage differences; and

21 (3) makes recommendations concerning nec-  
22 essary updates and modifications.

1 **SEC. 123. REQUIREMENTS FOR INFORMATION FOR H-1B**  
2 **AND L-1 NONIMMIGRANTS.**

3 Section 214 of the Immigration and Nationality Act  
4 (8 U.S.C. 1184) is amended by adding at the end the fol-  
5 lowing:

6 “(s) REQUIREMENTS FOR INFORMATION FOR H-1B  
7 AND L-1 NONIMMIGRANTS.—

8 “(1) IN GENERAL.—Upon issuing a visa to an  
9 applicant, who is outside the United States, for non-  
10 immigrant status pursuant to subparagraph  
11 (H)(i)(b) or (L) of section 101(a)(15), the issuing  
12 office shall provide the applicant with—

13 “(A) a brochure outlining the obligations  
14 of the applicant’s employer and the rights of  
15 the applicant with regard to employment under  
16 Federal law, including labor and wage protec-  
17 tions;

18 “(B) the contact information for appro-  
19 priate Federal agencies or departments that  
20 offer additional information or assistance in  
21 clarifying such obligations and rights; and

22 “(C) a copy of the petition submitted for  
23 the nonimmigrant under section 212(n) or the  
24 petition submitted for the nonimmigrant under  
25 subsection (c)(2)(A), as appropriate.

1           “(2) APPLICANTS INSIDE THE UNITED  
2 STATES.—Upon the approval of an initial petition  
3 filed for an alien who is in the United States and  
4 seeking status under subparagraph (H)(i)(b) or (L)  
5 of section 101(a)(15), the Secretary of Homeland  
6 Security shall provide the applicant with the mate-  
7 rial described in subparagraphs (A), (B), and (C) of  
8 paragraph (1).”.

9 **SEC. 124. ADDITIONAL DEPARTMENT OF LABOR EMPLOY-**  
10 **EES.**

11       (a) IN GENERAL.—The Secretary of Labor is author-  
12 ized to hire up to 200 additional employees to administer,  
13 oversee, investigate, and enforce programs involving non-  
14 immigrant employees described in section  
15 101(a)(15)(H)(i)(B).

16       (b) SOURCE OF FUNDS.—The cost of hiring the addi-  
17 tional employees authorized to be hired under subsection  
18 (a) shall be recovered with funds from the H-1B Adminis-  
19 tration, Oversight, Investigation, and Enforcement Ac-  
20 count established under section 212(n)(6) of the Immigra-  
21 tion and Nationality Act, as added by section 107.

22 **SEC. 125. TECHNICAL CORRECTION.**

23       Section 212 of the Immigration and Nationality Act  
24 (8 U.S.C. 1182) is amended by redesignating the second  
25 subsection (t), as added by section 1(b)(2)(B) of the Act



1 entitled “An Act to amend and extend the Irish Peace  
2 Process Cultural and Training Program Act of 1998”  
3 (Public Law 108–449; 118 Stat. 3470), as subsection (u).

4 **SEC. 126. APPLICATION.**

5 Except as specifically otherwise provided, the amend-  
6 ments made by this title shall apply to petitions and appli-  
7 cations filed on or after the date of the enactment of this  
8 Act.

9 **TITLE II—L-1 VISA FRAUD AND**  
10 **ABUSE PROTECTIONS**

11 **SEC. 201. PROHIBITION ON REPLACEMENT OF UNITED**  
12 **STATES WORKERS AND RESTRICTING OUT-**  
13 **PLACEMENT OF L-1 NONIMMIGRANTS.**

14 (a) RESTRICTION ON OUTPLACEMENT OF L-1 WORK-  
15 ERS.—Section 214(c)(2)(F) of the Immigration and Na-  
16 tionality Act (8 U.S.C. 1184(c)(2)(F)) is amended to read  
17 as follows:

18 “(F)(i) Unless an employer receives a waiver under  
19 clause (ii), an employer may not employ an alien, for a  
20 cumulative period exceeding 1 year, who—

21 “(I) will serve in a capacity involving specialized  
22 knowledge with respect to an employer for purposes  
23 of section 101(a)(15)(L); and

24 “(II) will be stationed primarily at the worksite  
25 of an employer other than the petitioning employer

1 or its affiliate, subsidiary, or parent, including pur-  
2 suant to an outsourcing, leasing, or other con-  
3 tracting agreement.

4 “(ii) The Secretary of Labor may grant a waiver of  
5 the requirements under clause (i) if the Secretary deter-  
6 mines that the employer requesting such waiver has estab-  
7 lished that—

8 “(I) the employer with which the alien referred  
9 to in clause (i) would be placed—

10 “(aa) will not at any time replace a United  
11 States worker with 1 or more nonimmigrants  
12 described in section 101(a)(15)(L); and

13 “(bb) has not displaced and does not in-  
14 tend to displace a United States worker em-  
15 ployed by the employer within the period begin-  
16 ning 180 days before the date of the placement  
17 of such alien with the employer and ending 180  
18 days after such date (not including any period  
19 of on-site or virtual training of nonimmigrants  
20 described in section 101(a)(15)(L) by employees  
21 of the employer);

22 “(II) such alien will be principally controlled  
23 and supervised by the petitioning employer; and

24 “(III) the placement of the nonimmigrant is not  
25 essentially an arrangement to provide labor for hire

1 for an unaffiliated employer with which the non-  
2 immigrant will be placed, rather than a placement in  
3 connection with the provision of a product or service  
4 for which specialized knowledge specific to the peti-  
5 tioning employer is necessary.

6 “(iii) The Secretary shall grant or deny a waiver  
7 under clause (ii) not later than 7 days after the date on  
8 which the Secretary receives the application for the waiv-  
9 er.”.

10 (b) PROHIBITION ON REPLACEMENT OF UNITED  
11 STATES WORKERS.—Section 214(c)(2) of the Immigra-  
12 tion and Nationality Act (8 U.S.C. 1184(c)(2)) is amend-  
13 ed by adding at the end the following:

14 “(G)(i) An employer importing an alien as a non-  
15 immigrant under section 101(a)(15)(L)—

16 “(I) may not at any time replace a United  
17 States worker (as defined in section 212(n)(4)(E))  
18 with one or more such nonimmigrants; and

19 “(II) may not displace a United States worker  
20 (as defined in section 212(n)(4)(E)) employed by the  
21 employer within the period beginning 180 days be-  
22 fore and ending 180 days after the date of the place-  
23 ment of such a nonimmigrant with the employer.

24 “(ii) The 180-day period referenced in subclause (II)  
25 of clause (i) may not include any period of on-site or vir-

1 tual training of nonimmigrants described in clause (i) by  
2 employees of the employer.”.

3 (c) RULEMAKING.—The Secretary of Homeland Se-  
4 curity, after notice and a period for comment, shall pro-  
5 mulgate rules for an employer to apply for a waiver under  
6 section 214(c)(2)(F)(ii), as added by subsection (a).

7 **SEC. 202. L-1 EMPLOYER PETITION REQUIREMENTS FOR**  
8 **EMPLOYMENT AT NEW OFFICES.**

9 Section 214(c)(2) of the Immigration and Nationality  
10 Act (8 U.S.C. 1184(c)(2)), as amended by section 201,  
11 is further amended by adding at the end the following:

12 “(H)(i) If the beneficiary of a petition under this  
13 paragraph is coming to the United States to open, or be  
14 employed in, a new office, the petition may be approved  
15 for up to 12 months only if—

16 “(I) the alien has not been the beneficiary of 2  
17 or more petitions under this subparagraph during  
18 the immediately preceding 2 years; and

19 “(II) the employer operating the new office  
20 has—

21 “(aa) an adequate business plan;

22 “(bb) sufficient physical premises to carry  
23 out the proposed business activities; and

1           “(cc) the financial ability to commence  
2           doing business immediately upon the approval  
3           of the petition.

4           “(ii) An extension of the approval period under clause  
5 (i) may not be granted until the importing employer sub-  
6 mits an application to the Secretary of Homeland Security  
7 that contains—

8           “(I) evidence that the importing employer  
9           meets the requirements of this subsection;

10           “(II) evidence that the beneficiary of the peti-  
11           tion is eligible for nonimmigrant status under sec-  
12           tion 101(a)(15)(L);

13           “(III) a statement summarizing the original pe-  
14           tition;

15           “(IV) evidence that the importing employer has  
16           fully complied with the business plan submitted  
17           under clause (i)(I);

18           “(V) evidence of the truthfulness of any rep-  
19           resentations made in connection with the filing of  
20           the original petition;

21           “(VI) evidence that the importing employer, for  
22           the entire period beginning on the date on which the  
23           petition was approved under clause (i), has been  
24           doing business at the new office through regular,

1 systematic, and continuous provision of goods and  
2 services;

3 “(VII) a statement of the duties the beneficiary  
4 has performed at the new office during the approval  
5 period under clause (i) and the duties the beneficiary  
6 will perform at the new office during the extension  
7 period granted under this clause;

8 “(VIII) a statement describing the staffing at  
9 the new office, including the number of employees  
10 and the types of positions held by such employees;

11 “(IX) evidence of wages paid to employees;

12 “(X) evidence of the financial status of the new  
13 office; and

14 “(XI) any other evidence or data prescribed by  
15 the Secretary.

16 “(iii) A new office employing the beneficiary of an  
17 L-1 petition approved under this paragraph shall do busi-  
18 ness only through regular, systematic, and continuous pro-  
19 vision of goods and services for the entire period for which  
20 the petition is sought.

21 “(iv) Notwithstanding clause (ii), and subject to the  
22 maximum period of authorized admission set forth in sub-  
23 paragraph (D), the Secretary of Homeland Security, in  
24 the Secretary’s discretion, may approve a subsequently  
25 filed petition on behalf of the beneficiary to continue em-

1 ployment at the office described in this subparagraph for  
2 a period beyond the initially granted 12-month period if  
3 the importing employer has been doing business at the  
4 new office through regular, systematic, and continuous  
5 provision of goods and services for the 6 months imme-  
6 diately preceding the date of extension petition filing and  
7 demonstrates that the failure to satisfy any of the require-  
8 ments described in those subclauses was directly caused  
9 by extraordinary circumstances, as determined by the Sec-  
10 retary in the Secretary's discretion.”.

11 **SEC. 203. COOPERATION WITH SECRETARY OF STATE.**

12 Section 214(c)(2) of the Immigration and Nationality  
13 Act (8 U.S.C. 1184(c)(2)), as amended by sections 201  
14 and 202, is further amended by adding at the end the  
15 following:

16 “(I) The Secretary of Homeland Security shall work  
17 cooperatively with the Secretary of State to verify the ex-  
18 istence or continued existence of a company or office in  
19 the United States or in a foreign country for purposes of  
20 approving petitions under this paragraph.”.

21 **SEC. 204. INVESTIGATION AND DISPOSITION OF COM-**  
22 **PLAINTS AGAINST L-1 EMPLOYERS.**

23 Section 214(c)(2) of the Immigration and Nationality  
24 Act (8 U.S.C. 1184(c)(2)), as amended by sections 201

1 through 203, is further amended by adding at the end the  
2 following:

3       “(J)(i) The Secretary of Homeland Security may ini-  
4 tiate an investigation of any employer that employs non-  
5 immigrants described in section 101(a)(15)(L) with re-  
6 gard to the employer’s compliance with the requirements  
7 of this subsection.

8       “(ii) If the Secretary receives specific credible infor-  
9 mation from a source who is likely to have knowledge of  
10 an employer’s practices, employment conditions, or com-  
11 pliance with the requirements under this subsection, the  
12 Secretary may conduct an investigation into the employ-  
13 er’s compliance with the requirements of this subsection.  
14 The Secretary may withhold the identity of the source  
15 from the employer, and the source’s identity shall not be  
16 subject to disclosure under section 552 of title 5, United  
17 States Code.

18       “(iii) The Secretary shall establish a procedure for  
19 any person desiring to provide to the Secretary informa-  
20 tion described in clause (ii) that may be used, in whole  
21 or in part, as the basis for the commencement of an inves-  
22 tigation described in such clause, to provide the informa-  
23 tion in writing on a form developed and provided by the  
24 Secretary and completed by or on behalf of the person.



1           “(iv) No investigation described in clause (ii) (or  
2 hearing described in clause (vi) based on such investiga-  
3 tion) may be conducted with respect to information about  
4 a failure to comply with the requirements under this sub-  
5 section, unless the Secretary receives the information not  
6 later than 24 months after the date of the alleged failure.

7           “(v) Before commencing an investigation of an em-  
8 ployer under clause (i) or (ii), the Secretary shall provide  
9 notice to the employer of the intent to conduct such inves-  
10 tigation. The notice shall be provided in such a manner,  
11 and shall contain sufficient detail, to permit the employer  
12 to respond to the allegations before an investigation is  
13 commenced. The Secretary is not required to comply with  
14 this clause if the Secretary determines that to do so would  
15 interfere with an effort by the Secretary to investigate or  
16 secure compliance by the employer with the requirements  
17 of this subsection. There shall be no judicial review of a  
18 determination by the Secretary under this clause.

19           “(vi) If the Secretary, after an investigation under  
20 clause (i) or (ii), determines that a reasonable basis exists  
21 to make a finding that the employer has failed to comply  
22 with the requirements under this subsection, the Secretary  
23 shall provide the interested parties with notice of such de-  
24 termination and an opportunity for a hearing in accord-  
25 ance with section 556 of title 5, United States Code, not

1 later than 120 days after the date of such determination.  
2 If such a hearing is requested, the Secretary shall make  
3 a finding concerning the matter by not later than 120 days  
4 after the date of the hearing.

5 “(vii) If the Secretary, after a hearing, finds a rea-  
6 sonable basis to believe that the employer has violated the  
7 requirements under this subsection, the Secretary shall  
8 impose a penalty under subparagraph (K).

9 “(viii)(I) The Secretary may conduct surveys of the  
10 degree to which employers comply with the requirements  
11 under this section.

12 “(II) The Secretary shall—

13 “(aa) conduct annual compliance audits of  
14 not less than 1 percent of the employers that  
15 employ nonimmigrants described in section  
16 101(a)(15)(L) during the applicable fiscal year;

17 “(bb) conduct annual compliance audits of  
18 each employer with more than 100 employees  
19 who work in the United States if more than 15  
20 percent of such employees are nonimmigrants  
21 described in 101(a)(15)(L); and

22 “(cc) make available to the public an execu-  
23 tive summary or report describing the general  
24 findings of the audits carried out pursuant to  
25 this subclause.

1           “(ix) The Secretary is authorized to take other such  
2 actions, including issuing subpoenas and seeking appro-  
3 priate injunctive relief and specific performance of con-  
4 tractual obligations, as may be necessary to assure em-  
5 ployer compliance with the terms and conditions under  
6 this paragraph. The rights and remedies provided to non-  
7 immigrants described in section 101(a)(15)(L) under this  
8 paragraph are in addition to, and not in lieu of, any other  
9 contractual or statutory rights and remedies of such non-  
10 immigrants, and are not intended to alter or affect such  
11 rights and remedies.”.

12 **SEC. 205. WAGE RATE AND WORKING CONDITIONS FOR L-**  
13 **1 NONIMMIGRANTS.**

14           (a) IN GENERAL.—Section 214(c)(2) of the Immigra-  
15 tion and Nationality Act (8 U.S.C. 1184(c)(2)), as amend-  
16 ed by section 201 through 204, is further amended by add-  
17 ing at the end the following:

18           “(K)(i) An employer that employs a nonimmigrant  
19 described in section 101(a)(15)(L) for a cumulative period  
20 of time in excess of 1 year shall—

21                   “(I) offer such nonimmigrant, during the period  
22                   of authorized employment, wages, based on the best  
23                   information available at the time the application is  
24                   filed, which are not less than the highest of—

1           “(aa) the locally determined prevailing  
2           wage level for the occupational classification in  
3           the area of employment;

4           “(bb) the median wage for all workers in  
5           the occupational classification in the area of  
6           employment; and

7           “(cc) the median wage for skill level 2 in  
8           the occupational classification found in the  
9           most recent Occupational Employment Statis-  
10          tics survey; and

11          “(II) provide working conditions for such non-  
12          immigrant that will not adversely affect the working  
13          conditions of workers similarly employed by the em-  
14          ployer or by an employer with which such non-  
15          immigrant is placed pursuant to a waiver under sub-  
16          paragraph (F)(ii).

17          “(ii) If an employer, in such previous period specified  
18          by the Secretary of Homeland Security, employed 1 or  
19          more such nonimmigrants, the employer shall provide to  
20          the Secretary of Homeland Security the Internal Revenue  
21          Service Form W-2 Wage and Tax Statement filed by the  
22          employer with respect to such nonimmigrants for such pe-  
23          riod.

24          “(iii) It is a failure to meet a condition under this  
25          subparagraph for an employer who has filed a petition to

1 import 1 or more aliens as nonimmigrants described in  
2 section 101(a)(15)(L)—

3 “(I) to require such a nonimmigrant to pay a  
4 penalty or liquidated damages for ceasing employ-  
5 ment with the employer before a date mutually  
6 agreed to by the nonimmigrant and the employer; or

7 “(II) to fail to offer to such a nonimmigrant,  
8 during the nonimmigrant’s period of authorized em-  
9 ployment, on the same basis, and in accordance with  
10 the same criteria, as the employer offers to United  
11 States workers, benefits and eligibility for benefits,  
12 including—

13 “(aa) the opportunity to participate in  
14 health, life, disability, and other insurance  
15 plans;

16 “(bb) the opportunity to participate in re-  
17 tirement and savings plans; and

18 “(cc) cash bonuses and noncash compensa-  
19 tion, such as stock options (whether or not  
20 based on performance).”.

21 (b) RULEMAKING.—The Secretary of Homeland Se-  
22 curity, after notice and a period of comment and taking  
23 into consideration any special circumstances relating to  
24 intracompany transfers, shall promulgate rules to imple-  
25 ment the requirements under section 214(e)(2)(K) of the

1 Immigration and Nationality Act, as added by subsection  
2 (a).

3 **SEC. 206. PENALTIES.**

4 Section 214(c)(2) of the Immigration and Nationality  
5 Act (8 U.S.C. 1184(c)(2)), as amended by sections 201  
6 through 205, is further amended by adding at the end the  
7 following:

8 “(L)(i) If the Secretary of Homeland Security deter-  
9 mines, after notice and an opportunity for a hearing, that  
10 an employer failed to meet a condition under subpara-  
11 graph (F), (G), (K), or (M), or misrepresented a material  
12 fact in a petition to employ 1 or more aliens as non-  
13 immigrants described in section 101(a)(15)(L)—

14 “(I) the Secretary shall impose such adminis-  
15 trative remedies (including civil monetary penalties  
16 in an amount not to exceed \$5,000 per violation) as  
17 the Secretary determines to be appropriate;

18 “(II) the Secretary may not, during a period of  
19 at least 1 year, approve a petition for that employer  
20 to employ 1 or more aliens as such nonimmigrants;  
21 and

22 “(III) in the case of a violation of subparagraph  
23 (K) or (M), the employer shall be liable to the em-  
24 ployees harmed by such violation for lost wages and  
25 benefits.

1           “(ii) If the Secretary finds, after notice and an oppor-  
2 tunity for a hearing, a willful failure by an employer to  
3 meet a condition under subparagraph (F), (G), (K), or  
4 (M) or a willful misrepresentation of material fact in a  
5 petition to employ 1 or more aliens as nonimmigrants de-  
6 scribed in section 101(a)(15)(L)—

7           “(I) the Secretary shall impose such adminis-  
8 trative remedies (including civil monetary penalties  
9 in an amount not to exceed \$25,000 per violation)  
10 as the Secretary determines to be appropriate;

11           “(II) the Secretary may not, during a period of  
12 at least 2 years, approve a petition filed for that em-  
13 ployer to employ 1 or more aliens as such non-  
14 immigrants; and

15           “(III) in the case of a violation of subparagraph  
16 (K) or (M), the employer shall be liable to the em-  
17 ployees harmed by such violation for lost wages and  
18 benefits.”.

19 **SEC. 207. PROHIBITION ON RETALIATION AGAINST L-1**  
20 **NONIMMIGRANTS.**

21           Section 214(c)(2) of the Immigration and Nationality  
22 Act (8 U.S.C. 1184(c)(2)), as amended by sections 201  
23 through 206, is further amended by adding at the end the  
24 following

1           “(M)(i) An employer that has filed a petition to im-  
2 port 1 or more aliens as nonimmigrants described in sec-  
3 tion 101(a)(15)(L) violates this subparagraph by taking,  
4 failing to take, or threatening to take or fail to take, a  
5 personnel action, or intimidating, threatening, restraining,  
6 coercing, blacklisting, discharging, or discriminating in  
7 any other manner against an employee because the em-  
8 ployee—

9           “(I) has disclosed information that the em-  
10 ployee reasonably believes evidences a violation of  
11 this subsection, or any rule or regulation pertaining  
12 to this subsection; or

13           “(II) cooperates or seeks to cooperate with the  
14 requirements of this subsection, or any rule or regu-  
15 lation pertaining to this subsection.

16           “(ii) In this subparagraph, the term ‘employee’ in-  
17 cludes—

18           “(I) a current employee;

19           “(II) a former employee; and

20           “(III) an applicant for employment.”.



1 **SEC. 208. ADJUDICATION BY DEPARTMENT OF HOMELAND**  
2 **SECURITY OF PETITIONS UNDER BLANKET**  
3 **PETITION.**

4 (a) IN GENERAL.—Section 214(c)(2)(A) of the Immi-  
5 gration and Nationality Act (8 U.S.C. 1184(c)(2)(A)) is  
6 amended to read as follows:

7 “(2)(A) The Secretary of Homeland Security shall es-  
8 tablish a procedure under which an importing employer  
9 that meets the requirements established by the Secretary  
10 may file a blanket petition to authorize aliens to enter the  
11 United States as nonimmigrants described in section  
12 101(a)(15)(L) instead of filing individual petitions under  
13 paragraph (1) on behalf of such aliens. Such procedure  
14 shall permit—

15 “(i) the expedited processing by the Secretary  
16 of State of visas for admission of aliens covered  
17 under such blanket petitions; and

18 “(ii) the expedited adjudication by the Sec-  
19 retary of Homeland Security of individual petitions  
20 covered under such blanket petitions.”.

21 (b) EFFECTIVE DATE.—The amendment made by  
22 subsection (a) shall apply to petitions filed on or after the  
23 date of the enactment of this Act.

1 **SEC. 209. REPORTS ON EMPLOYMENT-BASED NON-**  
2 **IMMIGRANTS.**

3 (a) IN GENERAL.—Section 214(c)(8) of the Immigra-  
4 tion and Nationality Act (8 U.S.C. 1184(c)(8)) is amend-  
5 ed to read as follows—

6 “(8) The Secretary of Homeland Security or Sec-  
7 retary of State, as appropriate, shall submit an annual re-  
8 port to the Committee on the Judiciary of the Senate and  
9 the Committee on the Judiciary of the House of Rep-  
10 resentatives that describes, with respect to petitions under  
11 subsection (e) and each subcategory of subparagraphs  
12 (H), (L), (O), (P), and (Q) of section 101(a)(15)—

13 “(A) the number of such petitions (or applica-  
14 tions for admission, in the case of applications by  
15 Canadian nationals seeking admission under sub-  
16 section (e) or section 101(a)(15)(L)) which have  
17 been filed;

18 “(B) the number of such petitions which have  
19 been approved and the number of workers (by occu-  
20 pation) included in such approved petitions;

21 “(C) the number of such petitions which have  
22 been denied and the number of workers (by occupa-  
23 tion) requested in such denied petitions;

24 “(D) the number of such petitions which have  
25 been withdrawn;



1 nonimmigrant status under section  
2 101(a)(15)(H)(i)(b) of the Immigration  
3 and Nationality Act (8 U.S.C.  
4 1101(a)(15)(H)(i)(b));

5 “(ii) a list of all employers who peti-  
6 tioned for H–1B workers, the number of  
7 such petitions filed and approved for each  
8 such employer, the occupational classifica-  
9 tions for the approved positions, and the  
10 number of H–1B nonimmigrants for whom  
11 each such employer filed an employment-  
12 based immigrant petition pursuant to sec-  
13 tion 204(a)(1)(F) of the Immigration and  
14 Nationality Act; and

15 “(iii) the number of employment-  
16 based immigrant petitions filed pursuant  
17 to section 204(a)(1)(F) of the Immigration  
18 and Nationality Act on behalf of H–1B  
19 nonimmigrants;

20 “(B) a list of all employers for whom more  
21 than 15 percent of their United States work-  
22 force is H–1B or L–1 nonimmigrants;

23 “(C) a list of all employers for whom more  
24 than 50 percent of their United States work-  
25 force is H–1B or L–1 nonimmigrants;



1 nonimmigrant status under section  
2 101(a)(15)(L) of the Immigration and Na-  
3 tionality Act (8 U.S.C. 1101(a)(15)(L));

4 “(ii) a list of all employers who peti-  
5 tioned for L-1 workers, the number of  
6 such petitions filed and approved for each  
7 such employer, the occupational classifica-  
8 tions for the approved positions, and the  
9 number of L-1 nonimmigrants for whom  
10 each such employer filed an employment-  
11 based immigrant petition pursuant to sec-  
12 tion 204(a)(1)(F) of the Immigration and  
13 Nationality Act; and

14 “(iii) the number of employment-  
15 based immigrant petitions filed pursuant  
16 to section 204(a)(1)(F) of the Immigration  
17 and Nationality Act on behalf of L- 1 non-  
18 immigrants;

19 “(B) a gender breakdown by occupation  
20 and by country of L-1 nonimmigrants;

21 “(C) a list of all employers who have been  
22 granted a waiver under section 214(c)(2)(F)(ii)  
23 of the Immigration and Nationality Act;

24 “(D) the number of L-1 nonimmigrants  
25 categorized by their highest level of education

1 and whether such education was obtained in the  
2 United States or in a foreign country;

3 “(E) the number of applications for each  
4 subcategory of nonimmigrant described under  
5 section 101(a)(15)(L), based on an approved  
6 blanket petition under section 214(c)(2)(A) of  
7 the Immigration and Nationality Act, which  
8 have been filed; and

9 “(F) the number of applications for each  
10 subcategory of nonimmigrant described under  
11 section 101(a)(15)(L) of the Immigration and  
12 Nationality Act, based on an approved blanket  
13 petition under section 214(c)(2)(A) of such Act,  
14 which have been approved.

15 “(4) ANNUAL H-1B EMPLOYER SURVEY.—The  
16 Secretary of Labor shall—

17 “(A) conduct an annual survey of employ-  
18 ers hiring foreign nationals under the H-1B  
19 visa program; and

20 “(B) issue an annual report that—

21 “(i) describes the methods employers  
22 are using to meet the requirement under  
23 section 212(n)(1)(G)(i) of the Immigration  
24 and Nationality Act of taking good faith  
25 steps to recruit United States workers for

1 the occupational classification for which  
2 the nonimmigrants are sought, using pro-  
3 cedures that meet industry-wide standards;

4 “(ii) describes the best practices for  
5 recruiting among employers; and

6 “(iii) contains recommendations on  
7 which recruiting steps employers can take  
8 to maximize the likelihood of hiring Amer-  
9 ican workers.”; and

10 (4) in paragraph (5), as redesignated, by strik-  
11 ing “paragraph (2)” and inserting “paragraphs (2)  
12 and (3)”.

13 **SEC. 210. SPECIALIZED KNOWLEDGE.**

14 Section 214(c)(2)(B) of the Immigration and Nation-  
15 ality Act is amended to read as follows:

16 “(B)(i) For purposes of section 101(a)(15)(L), the  
17 term ‘specialized knowledge’—

18 “(I) means knowledge possessed by an indi-  
19 vidual whose advanced level of expertise and propri-  
20 etary knowledge of the employer’s product, service,  
21 research, equipment, techniques, management, or  
22 other interests of the employer are not readily avail-  
23 able in the United States labor market;

24 “(II) is clearly different from those held by oth-  
25 ers employed in the same or similar occupations; and



1           “(III) does not apply to persons who have gen-  
2           eral knowledge or expertise which enables them  
3           merely to produce a product or provide a service.

4           “(ii)(I) The ownership of patented products or copy-  
5           righted works by a petitioner under section 101(a)(15)(L)  
6           does not establish that a particular employee has special-  
7           ized knowledge. In order to meet the definition under  
8           clause (i), the beneficiary shall be a key person with  
9           knowledge that is critical for performance of the job duties  
10          and is protected from disclosure through patent, copy-  
11          right, or company policy.

12          “(II) Different procedures are not proprietary knowl-  
13          edge within this context unless the entire system and phi-  
14          losophy behind the procedures are clearly different from  
15          those of other firms, they are relatively complex, and they  
16          are protected from disclosure to competition.”.

17          **SEC. 211. TECHNICAL AMENDMENTS.**

18          Section 214(c)(2) of the Immigration and Nationality  
19          Act (8 U.S.C. 1184(c)(2)) is amended by striking “Attor-  
20          ney General” each place such term appears and inserting  
21          “Secretary of Homeland Security”.

22          **SEC. 212. APPLICATION.**

23          Except as otherwise specifically provided, the amend-  
24          ments made by this title shall apply to petitions and appli-

1 cations filed on or after the date of the enactment of this  
2 Act.