

Prevailing Wage v. Actual Wage

As the first official step in the H-1B petition process, the Office of Legal Affairs must conduct a prevailing wage study for the job position. GC is required to pay the higher of either the prevailing wage or the actual intended wage. A prevailing wage determination can be obtained from the National Prevailing Wage Center by completing a form which asks for the responsibilities, skills, experience, as well as other factors required for the job. This information will be used in determining the federal occupational classification into which the position fits. Please note that the title of the position alone may not determine its federal occupational classification.

An analyst at the National Prevailing Wage Center will refer to salary surveys on hand and match the job description with their surveys and determine the salary that is believed to be an accurate reflection within the industry. When the OLA receives the prevailing wage, the two wages will be compared to determine which wage is to be paid. The actual wage is the wage offered to similarly situated employees at GC. For staff employees, OLA will ensure that the offered salary fully complies with GC's established classification and compensation policy. For faculty employees, the OLA will complete an Actual Wage Determination form which certifies that the H-1B worker's salary falls within the range of salaries currently paid to individuals with the same job title.