

Baltimore Research and Education Foundation, Inc.	Payment for Immigration Documentation Policy	No.		10
		Effective Date		04/30/2009
		Revision Letter		A
		Final Approval Signature	Approved at the BREF Board meeting held 1/26/2011.	

1.0 Purpose

The purpose of this policy is to establish the terms whereby the Baltimore Research and Education Foundation, Inc. (BREF) will fund the foreign labor certification.

2.0 Scope

This policy applies to investigators employing individuals from foreign countries.

3.0 Policy

3.1 As of July 16, 2007, U.S. Department of Labor regulations require employers to pay the costs of preparing, filing and obtaining foreign labor certification. BREF investigators who want to sponsor foreign certification for an alien employee must pay the required employer costs from their project funds as long as donor restrictions do not prohibit that payment.

4.0 Revision History

Revision Date	Revision Letter	Name of Document Author	Description of Change
12/1/2008	A	Heather Riley	Policy is put in approved format
01/26/2011		Shirley Rutledge	No revisions. Policy approved at the BREF Board meeting held 1/26/2011