

ARTICLE ____: INTERNATIONAL GRADUATE EMPLOYEES

1. Given visa restrictions, international students can only come 30 days before their program starts. This legal constraint produces several difficulties for newcomer international graduate employees. As US immigration law cannot be changed by the university, the administration must provide measures to ameliorate their international graduate employees' arrival and adjustment to Syracuse.
 - a. The university must provide summer housing for first-year International Graduate Employees during the month before classes start. This could include allocating a number of dorm rooms for graduate employees who require them. This should be provided for free. This will give them enough time to find a place, visit it in person, sign a lease, etc., and won't constitute a financial burden.
2. To reduce the economic burden of the SEVIS and visa application fees, the university must reimburse those when the international grad employee arrives at Syracuse. Although currently, this amount is \$ 510, this must be adjusted depending on the fee fixed by the STUDENT AND EXCHANGE VISITOR PROGRAM and the United States Embassies.
3. The university should provide international graduates with spouses the possibility to choose between applying for an F1 or J1 visa. Spouses of graduate employees under a J1 visa are able to apply for a J2 visa. J2 visa holders can apply for authorization to work in the U.S., while all employment is prohibited for F2 holders. The decision on which visa to apply for will be up to the graduate employee, but the university must provide all the necessary information and support.
4. During the International Graduate Orientation, a sole session must be held to introduce the taxation system as it pertains to international workers. The current orientation is severely lacking in the following ways:
 - a. There is no clarity on the crucial forms (like FNIS) one must fill out and when they will receive it.
 - b. The possible tax treaties that one's country of origin has with the US and the implications of said treaties.
 - c. The differences between qualified and nonqualified (taxable) scholarships.
 - d. The differences between being considered a resident alien for tax purposes and a non-resident alien for tax purposes.
5. The Center for International Services "specializes in immigration matters, not taxes." The advice to International Graduate Employees is, "If you require additional information or have specific questions, please direct your inquiries to an international tax professional." Therefore, the university, in coordination with the Center for International Services and the Payroll for Foreign (Non-Resident) Employees, must provide resources to assist international graduate employees with their tax issues. These resources should include at least a couple of tax lawyers or professionals.

6. The university, through the Center of International Services, should provide free Sprintax for international graduate employees to file their NY State tax returns. The process of filing taxes is often quite confusing given the lack of understanding of the American tax system. Currently, the Center of International Services provides free Sprintax for filing federal tax returns and should do the same for filing NY state tax returns.
7. The university must provide remote employment for graduate employees facing immigration issues that impede them from coming back to the US. If, for some legal reason, the university is not allowed to provide remote employment, the university must rehire them in the same position as soon as they get back to the US. If the position is unavailable, the university should reappoint the graduate employee in a similar position as soon as they return to the US.