

University 8.10.23 12:00 pm. counter to 7.31.23 6:40pm GSU Counter on International GSE Rights

ARTICLE _ – INTERNATIONAL GSE RIGHTS

Section 1. Intention

The University is fundamentally committed to providing a safe learning, research, and working environment for all GSEs, regardless of immigration status. The University affirms its commitment to helping all international GSEs admitted under F-1, J-1, and other immigration statuses to navigate the immigration process and will provide information with respect to their rights and responsibilities, the rules and regulations governing their immigration status, and travel out of and reentry into the United States.

International GSEs and the University both acknowledge their respective obligations with respect to the immigration process.

Section 2. Support for GSEs who Lack Work Authorization

The University affirms its commitment to GSEs who lack legal authorization to work in the United States. The University will not release information regarding the immigration status of these members of the bargaining unit to the Department of Homeland Security (DHS) unless legally required to do so. Additionally, in case such a request is made by DHS, the University shall immediately notify the GSE about such a request, unless legally prohibited from doing so. The University will also continue to make resources and guidance available to students, including GSEs.

Section 3. Visa Renewal and Other Immigration-related Paperwork

International GSEs shall be permitted to renew visas and other immigration-related paperwork as required by United States law; in such cases the University will make every reasonable effort to arrange for the GSE to continue to perform their job duties, without interruption of funding, for a length of time permitted by relevant law.

Section 4. International GSEs Ineligible to Work

If the University is not able to lawfully continue to employ a GSE as a result of a change in their immigration status, the University will, at the GSE's request and upon appropriate FERPA release, meet with the Union and the member to discuss potential reemployment into their prior position or another position if their previous position is unavailable once the member has lawful authorization to be employed. In such circumstances and at the request of the GSE, the University shall make reasonable efforts to employ the GSE in an appropriate position as soon as possible after the member obtains work authorization or immigration status lawfully permitting them to work.

The University reserves the right to add to, modify, or withdraw its proposals at any time.

Section 5. Office of International Affairs (OIA)

While the University does not offer legal advice to GSEs, the University's Office of International Affairs (OIA) can advise a GSE generally on visa issues. The University will maintain a list of attorneys and other resources for referral about immigration issues unrelated to a GSE's relationship with the University. Additionally, OIA will invite an immigration attorney to visit campus annually to discuss H visas and green cards.

The OIA will act in good faith to, upon request, provide accurate, timely, up-to-date information regarding US immigration and other policies concerning international GSEs. GSEs will have the option to request a consultation with a different OIA advisor if they are unsatisfied with their division or department's assigned advisor.

The OIA should act in good faith and in a timely fashion to provide necessary documentation for international GSEs who request such information.

Section 6. ESL/EAL Classes

The University will make available resources for English as a Second Language (ESL)/English as an Additional Language (EAL) courses for any GSE, as recommended by the GSE's department, program, or pertinent University unit.

Section 7. Off-Campus Employment Opportunities

The University will follow federal law and policy as it relates to Curricular Practical Training (CPT) and Optional Practical Training (OPT) for GSEs on F-1 visas. CPT requests will not be denied. The University shall not retaliate if a GSE elects to use these benefits.