

The Union reserves the right to modify, subtract, delete or add to any of these proposals at any time. In some cases, whether or not explicitly noted, the Union's proposals are merely clarifications of existing rights and/or practices and should not be taken as admissions that the Union does not already possess such rights or that the practices do not exist.

ARTICLE __

FINANCIAL SUPPORT FOR INTERNATIONAL FACULTY

1. The Employer shall pay for or reimburse Contract Faculty Members for all fees and costs associated with obtaining a visa(s) for themselves and eligible family members.
2. At the discretion of the Contract Faculty Member, the Employer shall either reimburse Contract Faculty Members for legal services related to visa status and immigration or shall provide legal counsel qualified in immigration law to represent international Contract Faculty Members and their families. In all cases, counsel shall represent the employee's interests.
3. For entry visa stamp renewals, the Employer shall reimburse Contract Faculty Members for necessary administrative fees and travel expenses.