

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), AFL-CIO and its
LOCAL UNION 4121 (UNION)

MOU - IMMIGRATION STATUS AND VISAS

During negotiations, the parties reached agreement on the following regarding Immigration Status and Visas:

- A. The Union and University shall meet up to four (4) times in the calendar year following ratification to discuss issues arising from International Postdoctoral Scholar employment, immigration status and visas. The parties may add additional meetings by mutual agreement.
- B. The Employer will make a good faith effort to process visa paperwork in the control of the Employer in a timely manner. The Union may escalate concerns regarding timely processing to Labor Relations (laborrel@uw.edu).
- C. International Grievants Who Are Dismissed
 - a. If the grievant was required to leave the country prior to the arbitration hearing due to a change in visa status as a result of the grieved action, but elects to participate in person on a travel visa, upon request the University will assist in obtaining the travel visa by providing the form letter in Attachment A.
 - b. If the arbitrator makes the determination that the grievant was not dismissed for just cause, the employing unit shall reimburse for actual travel costs incurred, for the grievant only, to appear at the hearing. Such reimbursement by the employing unit shall be limited to a travel visa and airfare, in accordance with University Travel Policy.
 - c. If the arbitrator upholds the dismissal, the Union shall be responsible for reimbursement of travel costs to the grievant.
- D. Visa/Work Authorization Sponsorship
 - 1. H-1B is an appropriate visa classification option for full-time Postdoctoral Scholars, regardless of current work location, visa/work authorization status or location of degree-granting institution.
- E. Visa Processing Fees and Expenses
 - 1. For Postdocs applying for a J-1 visa, the visa request fees and amendment fees, including fees for legal spouses and dependents, shall not be passed on to the Postdoc.
 - 2. The University shall reimburse Postdocs the amount equivalent to the cost of the following visa-related fees:

- i. J-1 SEVIS I-901 fee
 - ii. OPT I-765 filing fee
 - iii. Additional fees charged by the U.S. consulate for the visa stamp
 - iv. Application for Recommendation of a J-1 Waiver fee when J-1 Waiver is required for Postdoc work authorization paperwork
3. The University shall pay the Premium Processing Fee for all H-1B work authorization applications.
4. The University shall reimburse costs for travel to/from the nearest consulate with appointments available within the needed time frame, meals, and accommodation for Postdocs and legal spouses and dependents for the duration of the visa interview and stamp processing +1 day prior and after, if required. Initial visa application and visa renewal travel shall be treated as UW business travel, and mileage and per diem rates apply.

Attachment A:

DATE

Dear _____:

University of Washington and UAW 4121 have agreed to a collective bargaining agreement for Postdoctoral Scholars at UW. As part of that agreement, Postdoctoral Scholars have the right to participate in a hearing by a neutral, independent arbitrator to resolve disputes over termination of their employment. As such, the Union and University request that the U.S. Department of State facilitate providing a visitor visa to _____ (name of Postdoctoral Scholar) who worked at UW from ____ to ____ (dates of employment) as a Postdoctoral Scholar, so that they can participate in the arbitration hearing on _____ (dates) at the University of Washington regarding their termination from University employment.

Thank you in advance for your assistance.

Sincerely,

Name

Name

Title, Labor Relations, University of Washington

President, UAW 4121