

Article XX. International/Immigrant Scholar Rights and Support

Section 1. Visa and immigration options

- A. The Employer shall offer all International employees all eligible visa categories, as long as they meet Department of Homeland Security and United States Citizenship and Immigration Services regulations. The Employer shall include information about visa sponsorship in any job listings of bargaining unit positions.
- B. The Employer and the Union shall co-host quarterly workshops with immigration attorneys on visa and immigration options for employees.

Section 2. Visa Fees

- A. The Employer, Department, Program or Unit shall pay or reimburse all fees for visa sponsoring and processing and not pass on the costs to the employee.
- B. The Employer shall pay the Premium Processing Fee for all work authorization applications.

Section 3. Employer Sponsorship of Employment-Based Permanent Residency Applications

- A. Employees shall be eligible to apply for Employer sponsorship of an employment-based permanent residency application.
- B. The Employer shall pay all fees associated with an employment-based permanent residency application including but not limited to filing fees and legal assistance.

Section 4. Maintaining Immigration Status

- A. The Employer shall provide information and guidance to employees who are attaining a new visa or permanent residency status or modifying their existing visa or status.
- B. The Employer will make a good faith effort to process visa paperwork in the control of the Employer in a timely manner.
 - a. If delays in processing the visa paperwork in the control of the Employer results in additional expenses or financial losses to the employee, the Employer shall make the employee whole including but not limited to payment of lost wages and travel.

Section 5. 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 Employer 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 Employer Travel Policy.
- C. If the arbitrator upholds the dismissal, the Union shall be responsible for reimbursement of travel costs to the grievant.

Section 6. Paid Leave for Visa and Immigration Proceedings and Appointments

- A. The Employer shall provide 5 days of paid leave per year in order for the employee to attend visa and immigration proceedings and biometrics appointments for the employee and their family.

Proposed Attachment A:

DATE

Dear ____:

University of Washington and UAW 4121 have agreed to a collective bargaining agreement for Research Scientist/Engineers A-4 (RSEs) at UW. As part of that agreement, RSEs 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 RSE) who worked at UW from ____ to ____ (dates of employment) as an RSE, so that they can participate in the arbitration hearing on _____ (dates) at the University of Washington regarding their termination from Employer employment.

Thank you in advance for your assistance.

Sincerely,

Name

Name

Title, Labor Relations, University of Washington

President, UAW 4121