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Deleted: Article XX. International/Immigrant Scholar Rights and Support

Section 1. Visa and immigration options

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.

The Employer and the Union shall co-host quarterly workshops with immigration attorneys on visa and immigration options for employees.

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Section 2. Visa Fees

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.

The Employer shall pay the Premium Processing Fee for all work authorization applications.

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

Employees shall be eligible to apply for Employer sponsorship of an employment-based permanent residency application.

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

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.

The Employer will make a good faith effort to process visa paperwork in the control of the Employer in a timely manner.

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

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

