

ARTICLE IV - SUPPLEMENTAL BENEFITS AND HOLIDAYS

M. VISA SUPPORT FOR INTERNATIONAL FACULTY AND LIBRARIANS

1. The University shall provide information to all international faculty and librarians, including new hires, about visa options, including the implications of applying for different visas. Each university will maintain a list of Immigration Lawyers for international faculty and librarians.
2. The Universities shall offer green card sponsorship to full-time tenure track/tenured faculty and librarians and their spouse/partner and dependent children that require one. The University must comply with all employer obligations in the green card sponsorship process.
3. The University shall cover immigration costs and processes, including
 - a. Required employer filing fees to apply for or extend an H-1B or E-3 work authorization will be paid by the Employer on behalf of the bargaining unit member.
 - b. Required employer filing fees for employment-based permanent residency (I-140 form only) will be paid by the Employer on behalf of the bargaining unit member.
 - c. The Employer will reimburse actual cumulative expenses up to a maximum of \$1000 including visa fees, for the bargaining unit member or bargaining unit member's eligible spouse/partner and dependents.