

Article 37 – Immigration Status and Work Authorization

Section 1. Joint Union-Management Committee. The Union and University, including a representative of the University's International Student Services (ISS) office, shall meet upon request up to four (4) times per calendar year to discuss issues arising from academic student employment, immigration status, and work authorization. The parties may add additional meetings by mutual agreement.

Section 2. Work Authorization. If the University is not able to lawfully employ or continue to employ an ASE as a result of the ASE's immigration status, upon request, the University agrees to meet with the ASE and the Union to discuss possible employment or re-employment scenarios. The University agrees to make reasonable efforts to employ or re-employ the ASE as soon as possible after they have notified their Department of their work authorization or immigration status that lawfully permits them to work as an ASE.

Section 3. Immigration-Related Time off. ASEs may request and be granted up to four (4) hours of paid immigration-related time off annually when given one (1) week's prior notice to attend any appointments, hearings, and/or proceedings related to their own immigration or citizenship status scheduled by federal immigration officials or the U.S. Department of State. Additionally, the University will not unreasonably deny requests for vacation time off for the purpose of attending appointments, hearings, and/or proceedings related to immigration or citizenship status of the ASE's spouse, registered domestic partner, child, or parent scheduled by federal immigration officials or the U.S. Department of State. All vacation time off requests must be submitted according to Departmental policy. The University may require proof of the appointment and/or hearings and proof of the family relationship for any time off requested in this section. Immigration-related time off will not count towards an ASE's workload requirement.

Section 4. Nothing in Section 2 regarding the determinations of whether to employ an ASE is subject to the grievance process.