

ARTICLE XX

INTERNATIONAL WORKERS

Section XX.1:

The UNH Office of International Students and Scholars (OISS) shall continue to advise international GEs on visa issues related to the academic and employment relationship with the University and maintain programming to aid international graduate workers with integration into U.S. living. To this end, the University will maintain sufficient in-house OISS staff. OISS shall aid international GEs by:

XX.1.a: Maintaining an up-to-date handbook of resources including but not limited to housing information, the American healthcare system, taxes, immigration, and cultural norms;

XX.1.b: Responding to GE inquiries via phone, email, or in-person appointment within 24 hours;

XX.1.c: Maintaining a 24-hour emergency helpline for International GEs. International GEs shall be provided the phone number of this helpline during Orientation and all international GE meetings and consultations.

Section XX.2:

UNH OISS shall maintain a list of attorneys and agencies for referral, including pro-bono agencies for GEs to contact regarding immigration issues.

Section XX.3:

UNH OISS shall host immigration attorneys, either in-person or virtually, as requested by GEs, to discuss immigration issues with GEs. The University agrees to record any such presentation for additional viewing and, in its sole discretion, make available live streaming, provided that the immigration attorney(s) consent(s) to such recording. The University shall post these resources on a dedicated webpage within 5 (five) days of the presentation and provide notice to GEs.

Section XX.4:

The University shall work with GEs to ensure work authorization documentation is completed on time. No GE covered by this agreement shall suffer any loss of seniority, compensation, or work status due to any legal changes in the GE's name or social security number.

Section XX.5:

If a GE with the requisite visa documentation and work authorization to lawfully enter the United States is barred entry, the University and the Union will use their best efforts to assist the GE where possible.

Section XX.6:

When a GE is unable to return to the United States as a result of their immigration status, the University shall arrange for the GE to perform their duties outside the U.S. until the GE gains entry to the U.S.

Section XX.7:

Issues surrounding immigration and visa status that affect GEs are appropriate topics for the Union-Management Committee. In addition, the University shall convene two meetings yearly with the Union and staff from the UNH OISS to discuss issues related to International GEs.

Section XX.8:

The University shall maintain a working group with at least two (2) members of the Union, to evaluate the English-language needs of GEs, and the availability and effectiveness of resources currently available. GEs who are members of the working group will be provided release time to attend group meetings without loss of pay. The Working Group will produce a list of recommendations for improving language services at the University. The working group will also provide these recommendations to the Union.

Section XX.9:

The University commits to the following:

XX.9.a: The University shall comply with all applicable laws, including laws regarding the protection of the privacy of all members of the UNH community;

XX.9.b: Except as required by law, legal process, or regulations governing the administration of F-1 student and J-1 exchange visitor programs, the University will not voluntarily provide any immigration or personal information about the residence or location of the GE, such as a temporary or permanent home address, contact information, workplace, or work schedule to any governmental agencies without the written consent of the GE. The University will notify the Union within one (1) calendar day after the University learns of an immigration investigation regarding a GE;

XX.9.c: The University shall not voluntarily permit any federal immigration or law enforcement agent to enter UNH buildings;

XX.9.d: Suppose representatives of the University learn that a federal immigration agent or a Department of Homeland Security (DHS) agent is seeking to interrogate, search, or seize the person or property of any GE while the GE is working on the University's premises and under the University's control. In that case, the University representative will request that the agent

comply with legal requirements before interrogating, searching, or seizing the person or property of such GE;

XX.9.e: If the University is served with a valid search or arrest warrant by any federal agency (such as FBI, Homeland Security, USCIS) and is seeking to question a GE on University premises, the University shall request that any questioning of GEs on the University's premises occur in a private setting with the presence of an attorney, their advisor, and a union representative if they request it.