

ARTICLE XX

INTERNATIONAL WORKERS

Section XX.1:

The UNH Office of International Students and Scholars (OISS), or its equivalent office, 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 to meet the needs of all international GEs which include, but are not limited to, the contents of this article.~~ OISS shall aid international GEs by:

XX.1.a: Maintaining an up-to-date online resource including but not limited to: immigration sponsorship and support, academic and cultural adjustment and engagement, housing information, student health insurance (SHBP), and taxes;

XX.1.b: Responding to GE inquiries via phone, email, or in-person appointment as soon as possible ~~but no later than two calendar days after the inquiry was placed;~~

XX.1.c: Maintaining a 24-hour ~~emergency~~ unstaffed ~~helpline~~ directory line for International GEs that can route them to UNH Police, OISS staff, or other available resources. International GEs shall be provided the phone number of this helpline during Orientation and it shall be posted in the OISS office location and on the OISS website. ~~and all international GE meetings and consultations.~~

Section XX.2:

UNH OISS shall continue to ~~assist GEs in finding attorneys and agencies as needed, including pro-bono agencies for GEs to contact regarding immigration issues.~~ provide the American Immigration Lawyers Association (AILA) list for GEs to utilize in researching an attorney for their private engagement. Additionally, other resources may be added to supplement that list by the University. The University shall establish a working relationship with the New Hampshire Bar Association (NHBA) to explore appropriate available resources through the NHBA. ~~a partnership that can meet the above needs of international GEs.~~

Section XX.3:

UNH OISS shall host immigration attorneys, either in-person or virtually, to discuss immigration issues with GEs at least once per semester. The University agrees to record any such presentation for additional viewing and, in its sole discretion, make available live streaming, provided that the UNH General Counsel's Office and the immigration attorney(s) consent(s) to such recording and publication. The University shall post these resources on a dedicated webpage as soon as possible.

Section XX.4:

The University shall work with GEs to ensure that internal 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 for reasons beyond their reasonable control (e.g., administrative processing), the University may allow ~~shall arrange~~ for the GE to perform their duties outside the U.S. as legally permissible and operationally appropriate 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, or its equivalent office, 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. The Working Group will provide to the University recommendations for improving language services at the University. The working group shall meet once per semester.

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 twenty-four (24) hours after the University learns of a visa revocation, Student and Exchange Visitor Information System (SEVIS) record termination, or an immigration investigation regarding a GE;

XX.9.c: The University shall identify a point of contact (e.g., USNH General Counsel) to interact with outside agents (e.g. ICE Agents). The University shall routinely update GEs about how and when to notify the identified point of contact in the event that they are approached by an outside agent;

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

The University shall make reasonable efforts to ensure that outside agents comply with legal process when entering or attempting to enter University spaces that are not open to the general public. USNH General Counsel shall review the outside agents' documentation to ensure that they are given the appropriate level of access for the minimum necessary amount of time. The University will ensure that outside agents are escorted by USNH General Counsel or their appointee;

~~XX.9.e: 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;~~

The University shall make reasonable efforts to ensure that outside agents comply with legal process when seeking to interrogate, search, or seize the person or property of any GE while the GE is on the University's premises;

XX.9.f: If the University is served with a valid search or arrest warrant signed by a judge from any outside agent that 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.