

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. 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;

XX.1.c: Maintaining a 24-hour unstaffed 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.

Section XX.2: UNH OISS shall continue to 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.

Section XX.3: UNH OISS shall host immigration attorneys, either in-person or virtually, to discuss immigration issues with GEs at least once per academic year, and more frequently subject to need and attorney availability. The University agrees to record any such presentation for additional viewing and, in its sole discretion, make available live streaming, provided that the UNSH 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, provided they are still legally authorized to work in the U.S.

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 reasonable, good faith, efforts to assist the GE where possible.

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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 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 may be provided release time to attend group meetings. The Working Group will provide the University with 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, workplace, or work schedule to any governmental agencies without the written consent of the GE. The University will notify the Union GE within twenty-four (24) hours after the University learns of a visa revocation, Student and Exchange Visitor Information System (SEVIS) record termination.

XX.9.c: The University shall identify a point(s) of contact (e.g., USNH General Counsel) to ~~interface~~ notify in the event with outside agents (e.g. ICE Agents) who attempt to ~~engage GEs in access~~ private university spaces or ~~access~~ employee records. The University shall update GEs as necessary about how and when to notify the identified point(s) of contact in the event that they are approached by an outside agent while at their workplace;

XX.9.d: 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. Such efforts shall include reviewing the outside agents' documentation, if possible. ~~When practicable, the University will ensure that outside agents are escorted by~~

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~~USNH General Counsel or their appointee the designated university point(s) of contact. When practicable, the University will ensure that outside agents are escorted by University representatives when the agents are performing job duties on campus (not including, for example, when they are invited to speak).~~

~~XX.9.c: 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;~~