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ARTICLE XX  
IMMIGRATION

- A. USC Commitment to International Students:** Committed to attracting the best minds from around the world to support its mission of distinguished research and academics, the University's Office of International Services (OIS) provides support for international students and scholars on F-1 or J-1 status as they strive to achieve their educational, professional, and personal objectives.
- B. Office of International Services Support:** Although the University does not provide legal advice to Graduate Student Workers, existing protections such as student confidentiality and the support structures offered through the OIS will remain in place. If a student is out of status, OIS acts as a liaison with Student Exchange Visitor Programs, US Citizenship and Immigration Services and Department of State, to assist with reinstatement of status. OIS also offers and will continue to offer tax workshops for International Graduate Students Workers, at least two times a year.
- C.** Absent express permission by the Graduate Student Worker, the University will not infringe the privacy rights of Graduate Student Workers in connection with any immigration investigation or proceeding. The University will request that a federal immigration agent or a Department of Homeland Security (DHS) agent comply with legal requirements before they may be allowed to interrogate, search, or seize the person or property of any Graduate Student Worker while the Graduate Student Worker is working on the University's premises and pursuant to their appointment.
- D.** Graduate Student Workers shall have the right to reasonable time off in order to attend visa and immigration or citizenship proceedings for themselves or their spouse, domestic partner, child, or parent. Such requests shall not be unreasonably denied. The University may require proof of the appointment and/or hearings and proof of the family relationship. A Graduate Student Worker shall make such requests with as much advance notice possible and, if requested, provide supporting documentation of the appointment, hearing, and/or family relationship to the University.
- E. Graduate Student Worker Assistance Fund:** Effective within 90 days of ratification, the University will establish a Graduate Student Worker Assistance Fund to help Graduate Student Workers with F-1 or J-1 Visas who become out of status while resident in the United States through no fault of their own. Fees or expenses for initial visas are not eligible for reimbursement from the Fund. The University will contribute

~~\$10,000~~ \$40,000 per Fiscal Year to the Fund, and any amount not used in a fiscal year will roll over to the next year ~~provided that the total Fund will not exceed \$15,000.~~ Disbursements will be capped at ~~\$1,000~~ \$2,000 per student, and those funds may be used to cover fees and out of pocket expenses (including legal expenses) incurred to reinstate a J-1 or F-1 visa. All applications and approve disbursement according to standards established by the University, in consultation with the Union.

**F.** If the University is not able to lawfully employ or continue to employ a Graduate Student Worker as a result of the Graduate Student Worker's immigration status, the University agrees to make reasonable efforts to re-employ the Graduate Student Worker, once the Graduate Student Worker has obtained work authorization or the immigration status that lawfully permits them to work as a Graduate Student Worker. The timing and feasibility of re-employment shall depend on several factors, including, but not limited to, the academic calendar, availability of space and funding, and the academic needs of the department, school, program, or principal investigator. Any determination made as to whether a eligible Graduate Student Worker is selected for an available position under this section is not subject to arbitration under Article \_\_\_ (Grievance and Arbitration).

**G.** Should any change in laws or regulations relevant to these procedures, including but not limited to repeal of DACA, rescinding of TPS, travel bans, or any other change in immigration law or regulations, or a court ruling that sets forth any new interpretation pertaining to these procedures occur, then, at the Union's request, the parties shall use the labor management meeting process in accordance with Article \_\_\_ (Labor Management Meetings) to discuss whether any adjustment to this Article is necessary to comply with the new legal requirements. The University may need to comply with the law irrespective of its obligation to meet with the union.