

ARTICLE 24

IMMIGRATION

24.1 IMMIGRATION SUPPORT

- 24.1.1 University International Offices can advise an ASE generally on visa issues as they relate to the academic and/or employment relationship with the University. ASEs may participate in immigration clinics, workshops or support programs that the University provides or procures on the same basis these services are provided to other students. Additional resources, including information about legal services, may be available through ASWSU, Undocumented Initiatives or the Washington State Bar Association.
- a. The University will present an annual workshop providing resources for ASEs related to visa and immigration options. The University and the Union shall collaborate to ensure that such workshops contain information relevant to ASEs.
- 24.1.2 In the event that the University is served with a validly executed Search or Arrest warrant, the University shall request that any questioning of ASEs at University facilities occur in as private a setting as possible in the workplace.
- 24.1.3 The University shall work with ASEs to accommodate any appointments and/or hearings with respect to immigration or citizenship status of the employee, spouse, domestic partner, child, or parent. These accommodations may include granting leave time.
- 24.1.4 Costs associated with obtaining a visa necessary for foreign travel required to perform a specific duty which is part of an ASE's work assignment will be paid or reimbursed according to the University's travel policies (BPPM Chapter 95 - Travel).

24.2 WORK AUTHORIZATION

- 24.2.1 No ASE covered by this Agreement shall suffer any loss of seniority or compensation, due to any legal changes in the ASE's name or social security number.
- 24.2.2 If an ASE is unable to return to the United States as a result of their immigration status or for reasons outside of their reasonable control (e.g., administrative processing), and/or the University is not able to lawfully continue to employ an ASE as a result of the ASE's immigration status, the University agrees to meet with the ASE and their

Union representatives to initiate potential re-employment into their prior position or another position if they re-establish eligibility for employment.

24.3 ENGLISH PROFICIENCY

24.3.1 The oral English proficiency test will be administered by the University at no cost to ASEs. Information about this test and the University's policy regarding spoken English proficiency shall be made available on each campus unit website. In addition, all incoming international students who have instructional responsibilities will be notified of the policy upon their arrival on campus.

24.3.2 If ASEs are required to participate in spoken English improvement classes provided by the University, the classes shall be provided at no cost to ASEs.

24.4 HOUSING SUPPORT

The University will provide guidance and resources regarding housing options to international students relocating to the U.S.