

ARTICLE XX. VISA PROCESSING & RENEWAL COSTS

University Proposal June 4, 2026

Article XX:

VISA PROCESSING AND RENEWAL COSTS

Section A.

The University shall bear all visa processing sponsorship costs for employment-based visa statuses. This shall include, but is not limited to, H-1B fees paid by the University directly to the United States Citizenship and Immigration Services (USCIS) This also includes premium processing fees, where applicable. Where the Employee is required to make a payment, the University shall reimburse the amount to them, subject to any required tax withholdings, ordinarily within one month after the Employee has filed a complete request for reimbursement.