

ARTICLE XX. VISA PROCESSING & RENEWAL COSTS

HAW-UAW Proposal March 31, 2026

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Section A.

The Corporation 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 Corporation directly to the United States Citizenship and Immigration Services (USCIS), any Student and Exchange Visitor Information System (SEVIS) or visa fees. This also includes premium processing fees. Where the candidate is required to make a payment, the Corporation shall reimburse the amount to them, no later than one month after the Employee has filed a request for reimbursement.

Section B.

For visa renewals, Employees shall be reimbursed for pre-approved travel expenses. The total reimbursement amount per request shall typically not exceed \$1500. The Corporation reserves the right to request documentation to evaluate the reimbursement request.