

ARTICLE XX. VISA PROCESSING & RENEWAL COSTS

HAW Counter Proposal July 17, 2026

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~~Union text rejected by the Corporation~~

~~Text moved to another section~~

~~Corporation changes accepted by the Union~~

~~Corporation changes rejected by the Union~~

~~New or reasserted union text~~

Section A.

The ~~University—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 ~~University—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 applicable. Where the ~~Employee—candidate~~ is required to make a payment, the ~~University—Corporation~~ shall reimburse the amount to them, subject to any required tax withholdings, ordinarily within ~~no later than~~ one month after the Employee has filed a complete request for reimbursement.

Section B.

~~The Corporation shall reimburse Employees for the cost of any Student and Exchange Visitor Information System (SEVIS) fees.~~

Section ~~B~~C.

~~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.~~