Working from the Union's proposal dated March 31, 2026.

This is part of an economic package proposal with the following HAW counter proposals presented on September 25:

- **TUITION ASSISTANCE & REIMBURSEMENT PROGRAMS**
- **VISA PROCESSING & RENEWAL**
- **PUBLIC SERVICE LOAN FORGIVENESS**
- **PAID LEAVES**
- **PARKING & TRANSIT**
- **RETIREMENT**
- **HOUSING**

As well as the following counter proposals to be presented on October 5:

- **COMPENSATION**
- **RETIREE BENEFITS**
- **PROFESSIONAL DEVELOPMENT**
- **HEALTH BENEFITS**
- **FAMILY SUPPORT**

ARTICLE XX.
RELOCATION

~~Section A. The Corporation shall provide reimbursement for moving costs for new employees based on the location they are moving from. Reimbursement can be applied to any cost reasonably associated with moving. Hiring units may offer more relocation assistance than the following minimum amounts.~~

1. ~~Employees moving from 500 miles or less away from the Boston/Cambridge region shall receive a minimum of $2000~~

2. ~~Employees moving from between 500-1000 miles away from the Boston/Cambridge region shall receive a minimum of $3000~~

3. ~~Employees moving from between beyond 1000 miles away from the Boston/Cambridge region shall receive a minimum of $4000~~

4. ~~Employees moving from outside the Contiguous United States shall receive a minimum of $5000~~

~~Section B. Reimbursements shall be paid within thirty (30) days of the start of their new appointment.~~

Section A. The Corporation may, at its discretion, reimburse or provide a one-time payment to Employees for moving costs.