Working from the Union's proposal dated July 17, 2026.

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

- **TUITION ASSISTANCE & REIMBURSEMENT PROGRAMS**
- **PAID LEAVES**
- **PUBLIC SERVICE LOAN FORGIVENESS**
- **RELOCATION**
- **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:
VISA PROCESSING AND RENEWAL COSTS

Agreed upon language in black
Union language from July 17 in red
Changes to Union language in blue
Accepted Corporation language underlined

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). This also includes premium processing fees, where applicable. Where the Employee is required to make a payment, the ~~University~~ Corporation 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.

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

Section C.
For visa renewals, Employees shall be reimbursed for pre-approved ~~travel~~transportation expenses~~. The total reimbursement amount per request shall typically not exceed~~ up to $1500. This does not preclude the Corporation from providing compensation above $1500 at its discretion. The Corporation reserves the right to request documentation to evaluate the reimbursement request.