Red text = New Union language
Blue text = Union language from the September 25/October 05, 2026 Package

ARTICLE XX.
VISA PROCESSING AND RENEWAL COSTS

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 $1250~~$1500~~. This does not preclude the Corporation from providing compensation above $1250~~$1500~~ at its discretion. The Corporation reserves the right to request documentation to evaluate the reimbursement request.