

University Counterproposal

July 8, 2026

International Staff (Staff)

1. **Commitment.** The Employer fully commits to providing a safe, inclusive, and equitable work environment for all bargaining unit employees, regardless of immigration or citizenship status to the extent permitted by law.
2. **Work Visas.** All costs legally required to be covered by the Employer ~~reasonable costs~~ associated with applying for or renewing a work-H1B or TN visa will be paid for by the Employer on behalf of the bargaining unit employee, ~~or, if the bargaining unit employee incurs the costs, they will be reimbursed by the Employer. If the Employer fails to meet paperwork deadlines relevant to work visas or otherwise causes a bargaining unit employee to miss deadlines by not supplying required paperwork in a timely manner, t~~ At its discretion, The Employer ~~will~~ may pay the Premium Processing fee to expedite the processing of the visa paperwork.
3. **Job Protection.**
 - a. ~~If a bargaining unit employee leaves the United States and is prevented from re-entering the United States and/or returning to their regular work location due to action taken by the United States government or the government of another country, the bargaining unit employee will, when legally possible and operationally practical, remain employed by the Employer and be allowed to work remotely, until the employee is able to return to their regular work location. In situations in which the employee will not be able to work remotely, the Employer will place the employee on unpaid leave for up to two years and continue all benefits for that period. The Employer will assist the bargaining unit employee further by providing legal resources where available, and by issuing letters for the employee to show proof of employment in the United States, upon request. The bargaining unit employee will endeavor to return to their regular work location at the earliest possible time.~~

Formatted: Highlight

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

b. If a bargaining unit employee is wrongfully detained by a United States immigration agency, the resulting absence shall be considered an approved absence, provided the bargaining unit employee provides documentation to substantiate the detention and returns to work no later than ten days following the date of the release from such detention.

e-a. If the Employer is not able to lawfully continue to employ an international bargaining unit employee, the Employer agrees to meet with the Union and the employee (including through a virtual meeting) to discuss potential reemployment into their prior position or another equivalent position if the previous position is unavailable. In the event that the prior position or another equivalent position is available, the Employer agrees to make reasonable efforts to re-employ the employee after that person obtains work authorization or immigration status that lawfully permits them to work as a bargaining unit employee. shall make a reasonable effort to reemploy the bargaining unit employee as soon as possible after the employee obtains work authorization. At the request of the employee, the Employer shall meet with the employee and the Union to discuss their reemployment options. The employee's seniority shall continue to date from their original date of hire with the Employer.

4. Notification Protection on Campus. Where the Employer has received actual notice from an outside law enforcement agency and has confirmed that a bargaining unit employee has been detained for immigration-related reasons by an outside law enforcement agency, the Employer shall provide the Union with the employee's name, contact information, and detention location, to the extent such information is known to the Employer. The Employer will not permit warrantless entry into private areas of the workplace by any outside civil or criminal law enforcement agency. Outside civil or criminal law enforcement officials must be required to present a valid criminal warrant issued by a court in order to gain entry to private areas of the workplace. The Employer will not permit civil or criminal law enforcement officials to gain entry to private areas of the workplace if the official(s) only present(s) a Form I-205 Administrative Removal Warrant. "Private areas of the workplace" shall be understood to include offices, lounges, classrooms, laboratories, and similar

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

Formatted: Highlight

Formatted: Highlight

Formatted: Highlight

Formatted: Highlight

Formatted: Font: Not Bold

Formatted: Font: Not Bold, Highlight

Formatted: Font: Not Bold, Highlight

Formatted: Highlight

~~workspaces where refer to areas in which individuals outside of the University community are not permitted without authorization.~~

5. **Legal Permanent Residency.** ~~Where feasible~~ **At its discretion**, the Employer ~~will~~ **may** sponsor bargaining unit ~~faculty members' employees'~~ applications for permanent residency and ~~will pay any related fees and expenses~~ **shall not charge bargaining unit employees any processing fee.** Bargaining unit employees may be required to pay certain fees to USCIS, as permitted by law, or the Employer may elect to pay or reimburse such fees.
6. **Confidentiality.** Immigration status information shall remain strictly confidential and will be disclosed only for legitimate business purposes or as required by law or court order. ~~The Employer shall notify the bargaining unit employee of any disclosures of immigration status information, where legally permissible, in advance or as soon as practicable following such disclosure, to Employer personnel and Union representatives only as necessary, except as required by law or court order, with prior notice to the bargaining unit employee where legally permissible.~~

Formatted: Highlight

Formatted: Highlight

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.