

**ARTICLE 38
IMMIGRATION**

- A.** No Postdoctoral Scholar covered by this Article shall be disadvantaged with regard to their terms and conditions of employment due to any legal changes in the Postdoctoral Scholar's name or social security number.
- B.** The University will request that a federal immigration agent or a Department of Homeland Security (DHS) agent comply with legal requirements before they may be allowed to interrogate, search or seize the person or property of any Postdoctoral Scholar while the Postdoctoral Scholar is working on the University's premises and under the University's control. In the event that the University is served with a validly executed Search or Arrest warrant, the University shall arrange for a questioning of Postdoctoral Scholars to occur in as private a setting as possible in the workplace. The University will notice the union if the University learns of an immigration investigation regarding a Postdoctoral Scholar.
- C.** The University will furnish to any Postdoctoral Scholar terminated because they are not authorized to work in the United States of America, a copy of this Article of the Agreement.
- D.** The University shall grant Postdoctoral Scholars leave time, in accordance with Article 17.A – Personal Time Off, when given one week's prior notice to attend any appointments and/or hearings scheduled by federal immigration officials or the U.S. Department of State with respect to immigration or citizenship status of the employee, spouse, domestic partner, child or parent. The University may require proof of the appointment and/or hearings and proof of the family relationship.
- E.** In the event that a Postdoctoral Scholar is not authorized to work in the United States of America and the Postdoctoral Scholar's employment is terminated for this reason, the University agrees to meet with the Union and the Postdoctoral Scholar to make reasonable efforts to re-employ the Postdoctoral Scholar for the following academic term. If re-employed, the Postdoctoral Scholar would have to provide valid work authorization.
- F.** Should any change in laws or regulations relevant to these procedures, including but not limited to repeal of Deferred Action for Childhood Arrivals (DACA), rescinding of Temporary Protected Status (TPS), travel bans, or any other change in immigration law or regulations, or a court ruling that sets forth any new interpretation pertaining to these procedures occur, then, at the union's request, the parties shall meet, in accordance with section G below, to determine whether any adjustments to these procedures are necessary to comply with the new legal requirements. The University may need to comply with the law irrespective of its obligation to meet with the union.
- G.** Joint Labor Management Committee – the University and the UAW shall use the labor management meeting process in accordance with Article 10 – Labor Management Meetings to discuss issues arising from this article.