

**SIDE LETTER**  
**WORK AUTHORIZATION SUPPORT PROGRAM**

The University of California ("University") and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 4811 ("UAW" or "Union"), (collectively referred to as the "Parties"), agree to establish an Immigration Support Program for International Graduate Student Employees ("employees").

**A. GENERAL CONSIDERATIONS**

Effective upon ratification of the Collective Bargaining Agreement, the University and Union agree:

1. The University will set aside a one-time fund of \$400,000 ("Fund") dedicated to providing direct legal services for international graduate student employees covered by this Agreement who are experiencing immigration concerns that impact their international student status and related employment with the University and presence in the United States.
2. The Fund will allow employees on an F-1 Visa to seek legal consultation that is paid for by the University. These consultations will be coordinated by the UC Immigrant Legal Services Center, which operates out of UC Davis, which shall issue rules and procedures for access to consultations. Employees and the Union will be provided a dedicated phone number and email address for the UC Immigrant Legal Services Center to seek such services. The University shall provide a general phone number for the UC Immigrant Legal Services Center. An email address will be provided for employees to request appointments for consultations. This phone number and email address will be active and available within 120 days of ratification of this Agreement.
  - a. Within 90 days of ratification of this Agreement, the Union and University will meet to discuss the services covered by the consultation and for the Union to provide input on the legal firm hired for these purposes. Ultimately, the University has the sole discretion to select the legal firm. Additionally, the Union and the University will endeavor to compile referral lists employees can be referred to for further legal services, and will identify which options are at no cost or reasonable rates. The University is not required to allocate funds to compile the referral list or fund services provided through this referral list.
3. To ensure equitable access to the program, eligible employees may receive up to two (2) legal consultations per calendar year.
4. The Fund may not be used for hearing defense or litigation. Legal services provided under this Agreement are limited to consultation only.
  - a. Consultation for purposes of this provision means a substantive meeting in which the counsel will confer with the employee regarding their legal concerns. Topics may include legal advice based on necessary research, counsel on the typical paperwork requirements associated with available immigration processes, advice in the event of government initiated status change and detention by immigration enforcement, and referral for further legal services provided by the referral lists identified in Section A.2.a above (at no cost to the University).

5. Legal consultations will be provided until the Fund is exhausted or the end of the Collective Bargaining Agreement's duration, whichever comes first.
  - a. The Union shall abstain from filing grievances related to the establishment and implementation of the Immigration Support Program for 120 days from the date of ratification with the exception of Section A.2.a above.
6. The advice from any individual legal consultation provided under this Program shall not be subject to the grievance and arbitration process.

## **B. DURATION**

The Fund shall sunset at the end of the Collective Bargaining Agreement's duration if the allocated funds have not been fully depleted by that time.