WHAT FACULTY UNIONS WIN

International Faculty Issues

Three examples from faculty union contracts at R1 universities.

University of Oregon / United Academics, AAUP/AFT

01

University-paid visa fees

H-1B and J-1 application and renewal fees are covered, plus premium processing when unit paperwork delays cause missed deadlines.

Premium-processing coverage has that specific delay trigger.

2025-2027 CBA | Art. 28, Secs. 4-5 | pp. 89-90

Oregon State University / United Academics, AAUP/AFT

02

Visa support includes family costs

Employer H-1B, E-3 and I-140 filing fees are covered, plus up to $500 in eligible visa or SEVIS reimbursements.

$500 is a lifetime employment cap and can include family fees.

2024-2029 CBA | Art. 19, Sec. 14 | pp. 28

UMass Amherst / MSP, MTA/NEA

03

Visa and residency sponsorship costs

The contract confirms legal and government cost support for tenure-system faculty and extends it to eligible NTT faculty and librarians.

University sponsorship requirements still apply.

2024-2027 CBA | Sec. 27.17 | pp. 140

JOIN CFA

Build our collective voice at UIUC.

cfaillinois.org/join-cfa

Peer examples; UIUC outcomes depend on bargaining.

Sources checked October 29-30, 2026