

Operating Engineers, Local 3

Proposal #

5.15 Bilingual Pay. Eligible full time employees shall be compensated at the rate of ~~\$29.00~~ \$50.00 per biweekly pay period for each pay period.

5.15.4 ~~1~~ In the event an eligible employee is on a paid or unpaid leave of absence, for a period of one full pay period or more, the appropriate reduction in the abovementioned compensation shall be made.

5.15.3 ~~2~~ Such employee must be certified as bilingual according to the current established procedure. Before changing the current procedure, the City agrees to provide advanced notice to the Union, pursuant to Article 2.

5.15.1 ~~3~~ The employee is or was selectively certified for a position which has been approved by the Director of Human Resources, or designee, for selective certification based on bilingual ability and is currently assigned to such position, or

5.15.2 ~~4~~ The duties currently assigned to an employee and/or currently being performed by an employee requires utilization of a non-English language on a regular basis. When it is determined by an employee that the employee is utilizing a non-english language on a regular basis, a request for compensation and testing will be submitted to the supervisor for review. If the supervisor believes the request to be legitimate based on operational needs, the request will be submitted for review to the Department Director within seven (7) days. The Department Director will have thirty (30) days to respond to the request.

~~5.15.3 Such employee must be certified as bilingual according to the current established procedure. Before changing the current procedure, the City agrees to provide advanced notice to the Union, pursuant to Article 2.~~

~~5.15.4 In the event an eligible employee is on a paid or unpaid leave of absence, for a period of one full pay period or more, the appropriate reduction in the abovementioned compensation shall be made.~~

5.15.5 If an employee is denied bilingual pay under the requirements set forth in this article, the employee may appeal in writing to the ~~Department Director~~ City Manager or designee, for reconsideration. ~~If the employee is dissatisfied with the decision of the Department Director or designee, the employee may apply in writing for reconsideration with the Director of Human Resources.~~ The written decision of the ~~Director of Human Resources~~ City Manager shall be final, with no process for further appeal.