



Proposal made by IFPTE Local 21 to the City of San Jose

The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union(s) reserves the right to amend, withdraw or add to this proposal.

Submitted on:

05/19/23

10.X BILINGUAL PAY

10.X.1 To be eligible for a bilingual premium pay, an employee must meet at least one of the following eligibility requirements and must be certified as bilingual for oral communication, written translation or sign language duties according to the current established procedure.

10.X.1.1 The employee is currently assigned to a position selectively certified based on bilingual ability by the Director of Human Resources, or his/her designee, or

10.X.1.2 The duties currently assigned and currently being performed by an employee have been designated by the Department Director or his/her designee as requiring utilization of a non-English language on a regular basis. Each department is responsible for ensuring that employees receiving a bilingual pay premium pay meet the requirements set forth herein.

10.X.2 Each full-time employee who meets the above eligibility requirements shall be compensated for performing oral communication, or sign language duties, ~~at the rate of \$29.00 per biweekly pay period and for performing written translation duties at the rate of \$40-\$60.00~~ per biweekly pay period for each pay period actually worked.

10.X.3 Each part-time benefited employee who meets the above eligibility requirements shall be compensated for performing oral communication, or sign language duties, ~~at the rate of \$19.00 per biweekly pay period and for performing written translation duties at the rate of \$30-\$50.00~~ per biweekly pay period for each pay period actually worked.

10.X.4 Each part-time unbenefited employee who meets the above eligibility requirements shall be compensated for performing oral communication, sign language duties, and written translation duties at the rate of \$0.50 per hour.

10.X.5 If an eligible employee is on paid leave for a period of one full pay period or more, the employee will not receive bilingual pay for that period.

10.X.6 In the event that an eligible employee is refusing to provide interpretation or translation services for which they are certified, removing them from the list will be at the discretion of the Department Director or designee. In the event the employee is removed from the list, they shall cease to receive bilingual pay. Reinstatement to the list will likewise be at the discretion of the Department Director or designee.

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