

## Proposal from SEIU 521 to Kern County

SEIU reserves the right to add, modify, and delete to the following proposal.

### Bi-lingual Pay

- A. The County agrees to pay \$~~100.00~~25.00 per pay period for those pay periods in which an eligible employee is assigned to a designated position requiring verbal bi-lingual abilities, and \$~~50.00~~ per pay period for those pay periods in which an eligible employee is assigned to a designated position requiring written bi-lingual abilities.
- B. Employees that are known to possess bi-lingual skills but who are not receiving bi-lingual pay will not normally be called upon to use their skill, ~~except when circumstances prevent the use of a designated bi-lingual employee. If a non-designated employee is frequently called upon to provide bi-lingual service, the department head will consider designating the position as bi-lingual.~~
- C. Effective July 1, 2022, the County will establish its own bi-lingual certification program with the Human Resources Division. Existing employees seeking bi-lingual certification will have testing priority over non-employees. Employees shall be able to test once annually for bi-lingual certification through the County program on paid County time. SEIU and Kern County will meet and confer over testing requirements.
- D. The following languages are considered threshold language(s) for the County and are eligible for bi-lingual pay:
- Spanish
  - American Sign Language
  - Tagalog
  - Punjabi

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- E. If additional threshold languages are added, the County and the Union agree to meet within 30 days to discuss expanding this Article to include additional languages eligible for bi-lingual pay.