

Proposal from SEIU 521 to Kern County

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

Proposal 16 8/20/24

Bi-lingual Pay

- A. The County agrees to pay \$50.00 per pay period for those pay periods in which an eligible employee is assigned to a designated position requiring verbal bi-lingual abilities, and \$ 100.00 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 be called upon to use their skill.

- 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.

- 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
 - Ilokano

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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.