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Article 38

Multilingual/Bilingual Employees

Section 1. Purpose and Scope

A. This article covers those employees who occupy positions that require the possession and use of bilingual skills.

B. This article applies to employees who use multilingual/bilingual skills in their jobs.

C. Management will continue to give consideration to multilingual/bilingual employees for details, reassignments, leave approval, hours of work or any other conditions of employment, like all other employees.

D. Employees will not be disadvantaged in any condition of employment as a result of their use of multilingual/bilingual skills in their job.

Section 2. Definitions

23 A. Multilingual/bilingual means proficiency in a language or languages, in addition to
24 English. This definition also includes American Sign Language.

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26 B. Multilingual/bilingual skills and duties may include speaking, understanding,
27 reading and writing.

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30 Section 3. Appraisal Considerations

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32 A. The parties recognize that multilingual/bilingual duties may incorporate an
33 additional workload for affected employees and that multilingual/bilingual duties
34 often involve additional time, effort, and case complexities. For the purposes of
35 assigning work and appraising employee performance Management agrees to
36 consider the additional effort that may be required by multilingual/bilingual
37 employees.

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39 B. Progress reviews will reflect multilingual/bilingual performance contributions as
40 appropriate, under applicable performance plans.

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43 Section 4--Assistance and Training

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45 A. Upon request, the Employer will make available appropriate bilingual dictionaries
46 as available.

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48 B. Upon request, the Employer will make a reasonable effort to provide applicable
49 language glossaries of SSA terminology.

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51 C. The development of multilingual/bilingual skills may be an appropriate use of
52 GETA funds.

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54 D. Upon request, the employer will make every reasonable effort to allow an
55 employee to interview in English during the initial mentoring period, while he/she
56 is learning the technical aspects of the position. Management may consider the
57 public service demands and resources available in making this determination. It
58 is understood that this provision does not eliminate the need to also mentor the
59 employee while conducting interviews in all assigned languages as part of the
60 initial mentoring period.

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63 Section 5. Awards

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65 A. Multilingual/bilingual service accomplishments may be an appropriate basis for
66 the granting of awards in accordance with the provisions of Article 17.

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68 B. SSA, upon request, will furnish AFGE with data each year, indicating by
69 component, the number, amounts and types of awards for multilingual/bilingual
70 employees.