

La Clinica Counter 11/27/2024 to Union Proposal # 20

XIII. Salary Structure

72.1 Upon the recommendation of the agency/department head and the approval of the director of the Human Resources, an employee occupying a position designated as requiring fluency in a language other than English shall receive an additional twenty-five (\$25) dollars per pay period *if the employee achieves and maintains a certification of interpretation as described below and remains in an eligible position.* ~~An employee occupying such a position and having proficiency in two or more languages other than English in the course of their duties for the agency shall receive thirty-five (\$35) dollars per pay period.~~ **Employee must be fully certified by The National Board of Certification for Medical Interpreters (NCIHC) or receive a Core Certification in Healthcare Interpreter – Performance (Core CHI-P) from the Certified Commission for Healthcare Interpreters (CCHI) in the required language. pass a language test by a third party organization to be eligible. Employer will pay reimburse for the bargaining member to take the for taking one of the above certification tests twice a total of once during a calendar, if necessary, within one-year period for a language used with patients at La Clinica.**

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Appendix I

5. *Effective the first full pay period after ratification of this successor agreement* ~~all~~ *all classifications on the union salary matrix (not the Care team salary matrix) will in the Bargaining Unit shall be transferred to one salary matrix. The Care team salary matrix shall be merged with the “standard” salary matrix, and all Bargaining Unit positions should follow the “standard” salary matrix. Which should include consecutive yearly steps 0-9 for all bargaining unit job classifications, followed by step 15, step 25 and longevity steps. Classifications on the Union Salary Matrix which have a waiting period prior to their next step increase in which steps 7, 8 or 9 are unpaid will be unfrozen and step increases will resume as per the standard waiting period* ~~Effective~~ *effective on the employee's next step placement anniversary or the first full pay period in July 2025, whichever happens first, the employee will be placed on the step which gives them credit for the period they have waited without an increase. Current anniversary dates for the purposes of future step increases will remain unchanged and not be impacted by this one-time adjustment.* For example, a Nutritionist II who has been in step 7 for 27 months will be placed at step 9 on their next step anniversary and start being paid at step 9 with a credit of 3 months towards their step 15 placement. A dental hygienist who is on step 7 and has been on step 7 for 6 years would be placed on step 9 and paid at that rate with a credit of 4 years toward their step 15 placement. This would apply for the following classifications: Behavioral Health Clinician I/II, Dental Hygienist, Dentist I/II, Integrated Behavioral Health Clinician I/II, Nutritionist I/II, and Psychiatrist.