

### Bilingual Certification

Per the applicable CBA, effective July 1, 2021, certain employees may be entitled to a bilingual certification bonus.

Employees at UI-Hospital and Clinics whose position includes a specialty factor which requires the use of a second language as determined by the Department who have passed the initial probationary period, successfully tests through an employer-identified testing agent, and obtain bilingual certification at the advanced low proficiency level or its equivalent, will be reimbursed the cost of the exam fee and will be compensated with a one-time seven hundred and fifty dollar (\$750) certification bonus.

Employees within the DSCC who are assigned a caseload that the employer deems to require the use of a second language, who have passed the initial probationary period and successfully tests through the testing agent and obtains bilingual certification at the advanced low proficiency level, will be reimbursed the cost of the exam fee and will be compensated with a one-time seven hundred and fifty dollar (\$750) certification bonus.

\*This process and any determination is subject to change at employer's discretion.

