

Phase 1
Job Aid for Management
Multi-Lingual Pay

Action
Prior to certifying an employee for Multi-Lingual Pay, Please contact the Labor Relations Division at Labor.relations@state.nm.us .
AFSCME Agencies – Article 12. Section 8. Multi-Lingual Pay. In facilities or offices where it is deemed necessary to have on staff multi-lingual employees to facilitate communications with members of the public, and employees on staff assigned to the facility are available and capable of fulfilling such need, the Employer may designate a sufficient number of employees in the assigned work force to perform such duties and such employees shall be entitled to a differential in the amount of \$.10 per hour.
CWA Agencies – Article 37. Section 9. Multi-lingual Pay. In facilities or offices where it is deemed necessary to have on staff multi-lingual employees to facilitate communications with members of the public, and employees on staff and assigned to the facility are available and capable of fulfilling such need, the Employer may designate a sufficient number of employees in the assigned work force to perform such duties and such employees shall be entitled to a differential in the amount \$0.10 per hour.