

Language Services Stipend Memorandum of Agreement

Memorandum of Agreement between
Compass Health and
SEIU Healthcare 1199NW

On this twelfth (12th) day of January 2026 the parties agree to the following Memorandum of Agreement regarding the Language Services Stipend:

- For the purposes of this MOA spoken language interpretation shall be defined as the real-time conversion of spoken words from one language to another, facilitating live communication between two people who don't share a language. Language translation is the process of converting written text from one language to another. Preferred language service is communicating with a client in the language they would prefer to use.
- When appropriate for both client and employee, preferred language services will be provided as a component of whole person care. This should not replace existing language services but be used to augment them.
- The Language Stipend shall be up to eighty (80) dollars per pay period prorated by FTE for regular employees and up to eighty (80) dollars per pay period for on-call employees based on hours worked based on \$1.00 per hour. This Stipend is inclusive of benefit time and holidays (Collective Bargaining Agreement Articles 10, 11, 12).

The below grid is provided as an example for how this Language Stipend is applied.

FTE	Hours Worked Per Pay Period	Stipend Amount
1.0	80	\$80.00
0.75	60	\$60.00
0.50	40	\$40.00
0.0 (On-Call)	Varies – e.g. 48	\$48.00

- Employees may utilize available educational funds and education time (Collective Bargaining Agreement Article 15) to prepare for language testing and certification.
- The Employer will pay the vendor directly, if possible, for the cost of the initial certification test and time spent completing the test will be considered paid time. Employees may choose to be certified in multiple languages; certification in multiple languages does not change the maximum Language Stipend available. The Employer will pay for up to two (2) attempts of certification testing if subsequent testing is needed for the same language.

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- The Employer will endeavor to match clients requiring language services with an employee certified in the client's preferred language or provide an appropriate interpreter/translator which may be an internal staff person or external language service.
- Language certification is optional and no employee shall be required to obtain a language certification. In consultation with an employee's supervisor, an employee may at times choose not to provide language services to a particular client. No employee who has obtained certification shall be disciplined for refusing to provide language services if such service poses a conflict of interest for the employee.

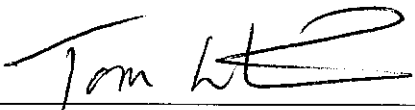
The Joint Labor Management Committee will be responsible for language differential implementation and will make recommendations regarding:

- Defining the testing vendor(s) and minimum certifications and any parameters for retesting after the initial two tests.
- Protecting employees from disciplinary actions as a result of providing interpretation and translation services—both certified and impromptu.
- Providing training to all employees regarding building a culture of language justice and belonging.

Impromptu Language Services:

- At times employees may utilize a variety of available methods of communication with a client—including a language the employee has limited skill in. This MOA does not restrict the use of impromptu communication in any language.
- Impromptu language services may be provided at an employee's discretion and no employee shall be required to provide impromptu language services.

For Compass Health



Tom Sebastian
President & CEO

Date: 1/14/2020

For SEIU Healthcare 1199NW



Jane Hopkins
President

Date: 1/15/2026