

**ARTICLE 4**

**PROFESSIONAL DEVELOPMENT AND TRAINING**

**4.1** The purpose of the professional development and training requirements is to maintain the skill levels interpreters possess at the time they pass their interpreter certification examination, and to further enhance their skills and knowledge. Both the State and the Union encourage interpreters to complete continuing education courses.

**4.2** The parties agree to establish an ad hoc professional development committee under the provisions of Article 8, Union-Management Communication Committees, to do the following within six (6) months of the effective date of this Agreement:

A. Produce a list of continuing education courses offered by professional interpreter organizations or higher education institutions. The list of continuing education courses will be regularly updated and published on the DSHS website.

B. Explore possibilities of partnering with professional interpreter organizations on professional development and training for interpreters.

C. Explore possibilities to promote the use of skilled and experienced interpreters for use by the State and/or third parties.

D. Determine whether there is a financial impact of any recommendation(s) developed from this ad hoc committee.

E. The number of participants on this ad hoc committee will be four (4) from DSHS, four (4) from the Union, one (1) higher education institutions and one (1) from language access provider organizations (NOTIS, WITS, WASCLA, etc.) The State and the Union must mutually agree on participants from higher education institutions and professional interpreter organizations.

F. If the State decides to implement any recommendations from the committee, it will give notice to the Union in accordance with Article 9, Mandatory Subjects.

**4.3** The State and/or its coordinating entities will:

**A.** Post a link to the National Standards on Culturally and Linguistically Appropriate Services (CLAS) on the coordinating entities' websites.

**B.** Post a link to the DSHS Language Interpreter and Translator Code of Professional Conduct on the coordinating entities' websites.

**C.** Post a link to the current collective bargaining agreement (CBA) on the coordinating entities' websites.

**D.** Annually distribute a copy of the "DSHS Language Interpreter and Translator Code of Professional Conduct" to Medicaid medical providers.

**E.** After approval by the Union and the State, annually distribute to Medicaid medical providers a one (1) page informational document relating to:

1. How the union contract (CBA) applies to medical providers;
2. A reference to National Standards on Culturally and Linguistically Appropriate Services (CLAS);
3. A reference to the DSHS Language Interpreter and Translator Code of Professional Conduct;
4. A reference to Title VI of the Civil Rights Act of 1965;
5. Suggestions to assist medical practioners to identify the circumstances under which it is appropriate to use telephonic or video remote interpreting.

**4.4** The DSHS-WFSE/AFSCME Professional Development Committee will identify the available resources and potential training opportunities for interpreters.

State	Date	Union	State
-------	------	-------	-------