



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

FEB 23 2006

MEMORANDUM

TO : Mr. Dough Cuthberston
Executive Officer
Northern California Media Workers Guild/Typographical Union
Local 39521, the Newspaper Guild - CWA
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FROM : Joachim Neckere, Director *Joachim Neckere*
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SUBJECT : Professional Classification for Court Certified Interpreters

We have concluded that the proper EEO-4, job category for Court Certified Interpreters is the "Professional" job category. Based on a review of the "California Court Certified Interpreters" guide, we found that interpreters; 1. as "applicants are encouraged to complete formal college level course work and training in both languages and modes of interpreting..." 2. to pass the exam, attend one-to-two year's certification or master's programs in translation and interpretation". 3. after passing the exam, "must submit proof of 30 hours of continuing education and 40 recent court interpreting assignments, and 4. maintain an impartial, professional relationship with all court officers, attorneys, jurors, parties, and witnesses".

The EEO-4 describes professionals, likewise, as occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.

There is only one place in the 2000 Standard Occupational Classification (SOC) Manual where "INTERPRETERS" are listed and that is in the broad category 27-3091 "Interpreters and Translators". This category is defined as follows:

Translate or interpret written, oral, or sign language into another language for others. The EEO-4 crosswalk between the Census, the SOC, and the EEO-4 job categories assigns this category to the Professional category.

In the Legal Occupations, there is no entry for interpreters. They could possibly be included in 23-2099 "Legal Support Workers, All Others". This category also would be assigned to the Professionals category in the EEO-4.

Therefore, we conclude that the proper category for Court Certified Interpreters is the Professional category.