

Supplementary Agreement
between
the International Association of Conference Interpreters (AIIC)
and the
North Atlantic Treaty Organisation (NATO)

Article 1 – Definition of the working day

1. Notwithstanding Article 8 of the agreement, and to take account of the constraints peculiar to the organization, the working day shall comprise two sessions of variable duration.
2. Notwithstanding Article 8 of the agreement, and to take account of the constraints peculiar to the organization, the working day may comprise a single session lasting not more than six hours.
3. Notwithstanding Article 8 of the agreement, and to take account of the constraints peculiar to the organization, the working day may comprise a single session lasting not more than two and a half hours to which a small team of interpreters, remunerated at the basic rate, is assigned.
4. Hours of work shall be counted from the time when the meeting is convened up to the time when it actually ends. They shall not include the lunch break, which is part of the total duration of the working day.

Article 2 – Definition of the higher rate

The higher rate shall be higher rate II defined in Article 4.2.c of the Agreement.

Article 3 – Application of the higher rate

1. The higher rate shall be applied automatically where the hours prescribed in Article 1 are exceeded.
2. The higher rate shall be applied, without the hours being exceeded, by decision of the head interpreter depending on the nature of the meeting.

Article 4 – Meeting report

As from the entry into force of the Agreement, interpreters engaged by NATO at the daily rate of remuneration shall be required, at the end of each working day, to complete a pro format meeting report. This report shall provide a basis for determining, at the end of the month, the applicable rates.

Article 5 – Recruitment of interpreters retired from the organization

5.1 Notwithstanding Article 11 of the Agreement, NATO undertakes to only recruit freelance interpreters retired from the organization as a last resort and in function of the nature of the meeting.

5.2 NATO undertakes to continuously implement initiatives aiming at recruiting freelance interpreters under the age of retirement.

5.3 Freelance interpreters over the age of 70 who are recruited by NATO shall comply with article 5.2 of the agreement¹.

Article 6 – Remote interpretation

6.1 For each remote interpretation meeting, a team leader shall be designated and will be responsible for deciding whether the interpretation should stop if the sound makes it impossible to properly interpret.

6.2 Definition of the working day

6.2.1 The following conditions apply only to meetings where two languages are used.

6.2.2 For the needs of interpreting, the rules on remote simultaneous interpreting shall apply to videoconferences where a number of main speakers and participants are connected remotely to a physical meeting room².

6.2.3 Remote simultaneous interpreting work shall be restricted to:

6.2.3.1 A single session of a maximum duration 3 hours and 30 minutes or

6.2.3.2 Two sessions of a maximum total duration of 3 hours each.

6.2.4 Where the duration exceeds that set out in paragraph 6.2.3.1 and 6.2.3.2, the team shall be replaced by a relief team.

6.3 Daily remuneration

6.3.1 An interpreter required to work in the forms of remote simultaneous interpreting provided for in Article 14.3 (b) and (c) of the main agreement and for the duration defined in paragraph 6.2.3.1 above shall be paid an allowance equivalent to 25% of the basic rate in addition to the remuneration provided for in Article 4 of the main agreement.

6.3.2 An interpreter required to work in the forms of remote simultaneous interpreting provided for in Article 14.3 (b) and (c) of the main agreement and for the duration defined in paragraph 6.2.3.2 above shall be remunerated at the higher rate II defined in Article 4.2.c of the Agreement.

6.3.3 As regards the form of remote simultaneous interpreting provided for in Article 14.3 (a), the allowance equivalent to 25% of the basic rate shall only be paid where the duration of the working day for RSI is exceeded.

¹ Freelance interpreters over the age of 70 may subscribe to a life insurance policy, as long as such policy remains the same until the last day of employment by NATO.

² This provision shall apply depending on the number of interventions by remote participants for the duration of the meeting. It shall not apply to in-person meetings where only occasional interventions on a specific item of the agenda are made by a limited number of participants connected remotely.

Article 7 - Composition of teams

- 7.1 The minimum number of interpreters assigned to a meeting in remote simultaneous interpreting shall vary according to the number of languages, the duration of the meeting and the particular difficulties (such as scientific or technical meetings or the systematic interpretation of documents read out) that it presents.

Article 8 - Accompanying note

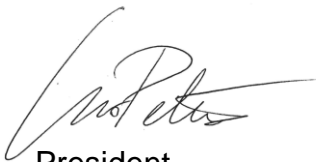
- 8.1 An accompanying note shall be appended to this supplementary agreement detailing the broad aspects of remote interpretation at NATO and their development. Such a technical note may be reviewed on a regular basis with AIIC.

Article 9 - Dialogue with AIIC

The two parties undertake to hold a yearly session to discuss developments and ways to further their dialogue.

Date: 11 December 2020

For AIIC



President

For the North Atlantic Treaty Organisation

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Resources*