

Employment in California Trial Courts

Employment Status

Employment status is the classification of the employment position and is related to benefits. There are 3 different types of employment positions for court interpreters:

- **Full-time**
Regular 40 hours per week, full benefits per regional MOU (contract).
- **Part-time** (regular)
Regular number of hours per week, for example half-time (every morning) or 4 days (32 hours). These are fixed days/times, the same every week.
- **As-needed**
Sometimes referred to as “Intermittent” or “F-status” in some courts, or even “Pro-tempore” (the term used for employees during the transitional period when the employment system was created). As-needed employees schedule their time with the court as if they were a contractor.

Hiring

Of course you can apply for employment at any time and the court may decide to hire you based on its needs. Under certain conditions the courts are required by law to hire qualified applicants pursuant to the Trial Court Interpreter Employment and Labor Relations Act and our regional MOUs):

- **45 Days of Service**
If you have been hired by a court as a contractor for 45 distinct days (either half or full day) within a calendar year, the court must offer you as-needed employment if you apply.
- **Use of Independent Contractors**
If a court has used independent contractors in your language for a combination of 60 service days within any six-month period, the court is obligated to maintain a posting for employment in as-needed status and hire any qualified applicant.
If you are interested in applying for employment in a county and you have questions about the Court’s application of these provisions, please contact a CFI steward or field representative for assistance.