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Comité consultatif  
pour les questions administratives



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TO: ALL MEMBER ORGANIZATIONS AND AITC  
FROM: THE ASSISTANT SECRETARY  
SUBJECT: AGREEMENT WITH AITC

As agreed during the discussions with AITC during September 1990, the CCAQ secretariat has prepared an updated version of the Agreement between CCAQ and AITC concerning Conditions of Employment of Short-term Translators, Revisers, Editors and Precis-writers. This is attached hereto.

# AGREEMENT CONCERNING CONDITIONS OF EMPLOYMENT OF SHORT-TERM TRANSLATORS, REVISERS, EDITORS AND PRÉCIS-WRITERS

## Preamble

In meetings between representatives of member organizations of the Consultative Committee on Administrative Questions (CCAQ) and representatives of the Association Internationale des Traducteurs de Conférence (AITC, hereinafter referred to as "the Association"), it has been agreed that, subject to the approval of the Association and of the organizations applying the United Nations common system of salaries, allowances and other benefits, the conditions of employment of short-term conference translators, revisers, editors and precis-writers (hereinafter referred to as "translators") shall be established in accordance with the provisions set out below.

## I. Procedure and Scope

1. Notification of approval. Each organization and the Association shall notify CCAQ secretariat of its approval of the conditions specified herein. CCAQ secretariat shall inform all parties of notifications received.

2. Scope. This Agreement shall be applicable on a world-wide basis.

3. Duration. Subject to intervening review of the method of calculating the supplement for non-local translators, this Agreement shall be valid for two years as from 1 January 1979 and shall remain valid thereafter from year to year unless the Secretary of CCAQ is notified, not later than 31 October of any year, of a desire to modify or supplement its provisions. In such case, the Secretary of CCAQ shall convene a meeting of the parties, to be held not later than six weeks prior to the expiry of the current term of the Agreement, giving at least one month's notice of the date of the meeting.

4. Renegotiation. The provisions of this Agreement concerning remuneration may, at the request of the organizations or the Association be renegotiated in the event of:

- (a) a reform of the international monetary system; or
- (b) the abandonment by the organizations of the US dollar as the sole basis for the establishment of professional salaries or allowances; or
- (c) a modification of the United Nations post adjustment system;

provided that any of these events affects the real value of the remuneration of translators. Any other event substantially affecting the real value of the remuneration may, by agreement between the Association and the organizations, give rise to review of all or some of the provisions regarding remuneration.

## II. Appointment and Termination

5. Non-discrimination in recruitment. Recruitment of short-term translators shall be made in accordance with the principles laid down in the Charter, the Constitutions or in the staff regulations and rules of the organizations.<sup>(1)</sup>

6. Status. Short-term translators shall have the status of staff members during the period of their employment.<sup>(2)</sup>

7. Letters of appointment. Short-term translators may, subject to the relevant conditions of this Agreement, be employed on a daily or a monthly<sup>(3)</sup> basis. The terms of letters of appointment, in so far as they relate to individual conditions of employment, shall be in compliance with the relevant terms of this Agreement, but shall, as regards remuneration where staff assessment is applied, also show the gross equivalent (before staff assessment) of the net salary rates.

8. Professional domicile

(a) For the purpose of this Agreement, the professional domicile of the translator is the domicile for which the translator considers himself as local.<sup>(4)</sup>

(b) The professional domicile of translators members of the Association is published in the Association's Yearbook. The organizations will request a translator who is not a member of the Association to declare his professional domicile when he seeks or accepts employment by an organization. A translator may have only one professional domicile at any time and may change it only for consecutive periods of not less than one year. Employment conditions shall be governed by the professional domicile of the translator at the time employment is offered, to the exclusion of his home address or actual place of residence.

9. Cancellation or termination of appointment. When an organization cancels or terminates the appointment of a translator:

(a) for such reasons as ill health, abandonment of post, misconduct or unsatisfactory service, it shall pay the translator such indemnities as are provided in the staff rules of the organization applicable to short-term staff;

(b) for any reason other than in (a), more than 30 days before the beginning of the appointment, it shall pay the translator an indemnity equal to 50 per cent of net base salary for the period set out in the letter of appointment;

(c) for any reason other than in (a), 30 days or less before the beginning of the appointment, it shall pay the translator an indemnity equal to 100 per cent of net base salary for the period set out in the letter of appointment;

(d) for any reason other than in (a), after the beginning of the appointment, it shall pay the translator an indemnity equal to 100 per cent of net base salary in respect of the unexpired period of the appointment.

The translator shall make every effort to find reasonably equivalent employment for the period in respect of which such indemnities are payable, and if an organization or third party offers him such employment the indemnity payable shall be reduced by one day for each day thereof.

III. Remuneration

10. Classification of translators.<sup>(5)</sup> For purposes of salary computations the following grade equivalents are used:

Freelance translator categories

Equivalent grades and steps

Translator I	(T.I)	P-2/I
Translator II	(T.II)	P-3/I
Translator III/Reviser I	(T.III/R.I)	P-3/VIII
Translator IV/Reviser II	(T.IV/R.II)	Mean of P-3/VIII and P-4/X
Reviser III	(R.III)	P-4/X

The reference to grades of the Professional category shall not give rise to any claims to equivalent treatment except as provided in the present Agreement.

(a) Category T.I comprises only beginners.

(b) Category T.II comprises translators who have had at least 500 calendar days' work experience with one or more of the organizations over a period of at least three years.

(c) Category T.III/R.I comprises translators (including revisers) who have had at least 1,800 calendar days' work experience in the preceding category over a period of at least 9 years or 2,300 calendar days over a period of at least 12 years in the two preceding categories.

(d) Category T.IV/R.II comprises translators (including revisers) who have had at least 1,000 calendar days' work experience over a period of at least five years in the preceding category.

(e) Category R.III comprises translators (revisers only) who have had at least 1,000 calendar days' work experience in the preceding category over a period of at least five years.

(f) Members of the regular staff who are employed as short-term translators after separation shall be classified in the category nearest to their last grade and step.

(g) Reclassifications are granted to translators if, in the judgment of the organization, justified by the quality of their work, after completion of the above service requirements. The requirement as to the number of years to be spent at a given level before passing on to the next may be waived if the main employing organization is entirely satisfied as to the quality of the work being performed. The requirements as to the number of days of work experience must nevertheless be fully met unless the translator is required to act as reviser. The organizations may take account of substantial and relevant experience in international organizations or conferences outside the United Nations system applying similar recruitment standards.

11. Daily rates. The salary rates for employment on a daily basis are specified in Annex A hereto. Subject to the provisions of this Agreement, one full day's salary shall be payable to the translator for each calendar day or part thereof (including Sundays and public holidays falling within a continuous period of employment in one or more organizations)<sup>(6)</sup> during which the translator is under employment with or working for an organization. The salary rates set out in annex A are net of tax on income from the employing organization and staff assessment.<sup>(7)</sup>

12. Administration. CCAQ secretariat shall be responsible, in consultation with the Association, for calculation of any changes in rates under Annex A and for their prompt notification to the organizations and the Association.

13. Monthly rates.<sup>(8)</sup>

(a) A translator appointed for a period of continuous employment of more than 60 days shall be employed on a monthly appointment, if this is the practice of the organization.<sup>(9)</sup>

(b) The monthly salary and post adjustment amounts under such appointments shall be 1/12 of the appropriate annual rates (see Annex A).

(c) When a period of employment at daily rates is extended in such a way that the extension, together with the unexpired portion of the daily-rate period, exceeds 60 days, the organization shall apply the provisions governing monthly appointments from the sixty-first day of continuous employment.

(d) For translators employed on monthly appointments, annual leave shall accrue at the rate of 2-1/2 working days for each month of service. The organization may indicate the periods falling within the employment period when annual leave must be taken, provided that the translator is given at least 15 days notice and that such leave consists of at least 5 consecutive days (excluding Saturdays and Sundays).

(e) At the end of an appointment, unused leave shall be paid at the rate of 12/260<sup>(10)</sup> of net monthly base salary, for each day of leave not taken.

(f) When a translator is employed on a monthly basis at duty stations away from his professional domicile, he shall be entitled to a subsistence allowance in accordance with the rules applied to the regular staff.

14. Remuneration during travel. Except where it is agreed in advance that any necessary travel can reasonably be accomplished during the period of employment, a translator recruited from outside the place of work shall, unless he is entitled under paragraph 11 to a full day's pay in respect of work on the day concerned, be paid one half of the relevant rate in Annex A and of the relevant subsistence allowance in respect of the calendar day preceding the beginning of his assignment and the same in respect of the calendar day following the end of his assignment. For any additional calendar day of required travel, <sup>(11)</sup> including authorized stop-overs and rest periods, he shall receive full salary and the relevant subsistence allowance.

#### IV. Travel Conditions

15. General. Except as may be otherwise provided in this Agreement, the travel rules applicable to the regular staff of the employing organization on missions of similar duration shall be applicable to the travel of the short-term translators employed thereby, including the excess baggage provisions. Travel shall be provided for the translator to proceed from his professional domicile (or from another place within the same cost) to his place of work and return. This provision shall not preclude any arrangement whereby costs may be shared between the employing organization and a previous or subsequent employer. Claims for reimbursement of any travel costs incurred by translators shall be approved by the employing organizations on submission of proper receipts. <sup>(12)</sup> The organizations shall make every effort to ensure uniformity of practice in respect of travel rules. In the case of non-consecutive periods of employment outside the country of domicile, the employing organizations shall pay either travel expenses for return to the country of domicile at the end of the first period or salary and subsistence allowance during the interval.

#### 16. Stopovers and rest periods during air travel

(a) In scheduling the travel of a translator to a conference by air or mostly by air, the employing organization shall make every effort to ensure that:

- i. if the scheduled travel time for the journey is between 6 and 10 hours, the translator will not be required to commence duty within 12 hours after arriving at his destination;
- ii. if the scheduled travel time is more than 10 but not more than 16 hours, the translator will not be required to commence duty within 24 hours of arriving at his destination;
- iii. if the scheduled travel time is more than 16 hours, the translator will not be required to commence duty within 48 hours of arriving at his destination;
- iv. minor variations from these minima arising from scheduled flight timetables (for example infrequency of flights) shall be acceptable within reason subject to prior agreement before the journey begins.

(b) Subject to paragraph 14 above, the translator shall be entitled to utilize these rest periods either at his destination or in the form of stop-overs en route.

(c) Similar rest periods shall be allowed on the translator's return from mission; a rest period after completion of the return journey shall count for salary purposes.

17. Subsistence allowance. A translator serving away from his professional domicile <sup>(13)</sup> shall be entitled to receive a daily subsistence allowance (DSA), which may vary from area to area in accordance with a schedule of rates established from time to time by the International Civil Service Commission on the basis of appropriate hotel and subsistence costs in the city concerned. The conditions for payment of the allowance shall be those applicable to the regular staff of the employing organization. <sup>(14)</sup>

#### V. Social Security

18. Social security. The base salary of freelance translators includes a social security element as provided in Annex A. At the written request of a translator, the employing organization shall deduct from his salary a sum equal to 12.39 per cent thereof, and shall pay the said amount, in the name of the translator, into the Caisse commune de pension des interprètes et traducteurs de conférence.

19. Sickness insurance and sick leave. Each organization shall enable translators to participate in a sickness insurance in respect of illness or injury occurring during the term of their respective appointments. The organizations will grant sick leave equal to that provided for equivalent short-term staff under their staff rules.<sup>(15)</sup>

## VI. Working Conditions

20. Manning strengths and workload. It shall be for the competent authorities of the organizations to determine, taking into account the Association's rules<sup>(16)</sup> and all other relevant considerations, the manning strengths necessary to provide adequate language services for their conferences and a normal workload for translators, revisers, editors and précis-writers. A normal workload means that a translator should not, as a rule, be called upon to work more than 40 hours a week spread over 5 or 6 days. If, owing to unforeseen circumstances, a translator is called upon to work longer, he shall be given compensation either in the form of time off or in the form of remuneration equivalent to that payable during the week, according to the practice of the organization.

## VII. Discipline

21. Without prejudice to its right to apply such disciplinary measures as are provided for under its internal rules or in the letter or appointment, an organization may draw the attention of the Association to any case where the conduct of one of its members has been unsatisfactory. In that event, the Association shall be bound to make a disciplinary investigation and, if the complaint is well-founded, to apply appropriate measures.

## VIII. Settlement of Disputes

22. Disputes between a translator and an organization, arising out of the application of his letter of appointment, shall be settled through the appeal procedures available to the regular staff of the organization concerned, and under the same conditions as applicable thereto, or other appeals or arbitration procedure provided for in the letter of appointment. Disputes between the Association and an organization or organizations, arising out of the interpretation or application of this Agreement, shall in a first stage be the subject of direct conversations between the Association and the organization or organizations concerned, with a view to settling the dispute; if no settlement can be reached, the two parties shall refer the matter as rapidly as possible to a jointly-agreed third party for an opinion.

## IX. Other Provisions

23. Training. Organizations will, as far as possible, facilitate the participation of translators who work regularly for them in training programmes they offer their regular translation staff, provided that such participation shall be without cost or administrative complications for the organizations. Organizations will, as far as possible, assist translators in improving the standard of their work, for example, by making available copies of their translations after revision.

24. Professional delegations. The Association will designate professional delegations which will ensure liaison with the organizations on questions of mutual interest. The organizations shall facilitate their activity.

25. Official circulars. CCAQ secretariat shall transmit to the Association copies of official circulars concerning post adjustment classifications, subsistence allowance rates and changes in base salaries of permanent staff, annual statistics regarding employment of short-term translators by the organizations and quarterly computations of the index governing the amount of the supplement for non-local translators.

## ANNEX A

### Salary rates

#### I. Locally recruited staff

1. The daily base salary of short-term translators recruited locally shall be 1/323 of the annual net base salary, applicable to a staff member with no dependent spouse or child, at the equivalent grade and step in the Professional category, plus 9 per cent for social security. To the base salary shall be added a post adjustment element representing 1/323 of the annual amount of post adjustment applicable to the same net base salary.
2. The monthly base salary shall be 1/12 of the applicable annual net base salary, plus 9 per cent for social security. To the base salary shall be added a post adjustment element representing 1/12 of the annual amount of the applicable post adjustment.
3. The daily base salary rates shall be rounded to the nearest multiple of 5 US cents, the monthly base salary to the nearest US dollar and the monthly post adjustment to the nearest 10 US cents.
4. [The rates are regularly updated; latest details can be obtained from the CCAQ secretariat.] With effect from 1 July 1990, the salary and basis for calculating the post adjustment amount for each of the five categories are as follows:

Level	Daily rates		Monthly rates	
	Base salary	Post adjustment per index point	Base salary	Post adjustment per index point
	\$	\$	\$	\$
T.I	83.90	0.77	2258	20.70
T.II	100.65	0.92	2709	24.90
T.III/R.I	117.25	1.08	3156	29.00
T.IV/R.II	129.60	1.19	3488	32.00
R.III	141.90	1.30	3820	35.00

#### II. Non-locally recruited staff

5. Short-term translators recruited non-locally shall receive the base salary of locally recruited staff and a supplement, the amount of which shall be adjusted from time to time on the basis of movements of five per cent or more of the weighted average of the post adjustment class indices (= multipliers + 100) for Buenos Aires, Cairo, Geneva, London, Madrid and Paris, taking as the base index the trigger point (155.8) corresponding to the weighted average index of June 1990. The weighting shall be by the number of man-days worked in all organizations by non-local translators whose professional domicile is in the specified countries over the latest two years for which statistics are available. With effect from 1 July 1990, the supplement has been set at the following daily and monthly amounts on the basis of the trigger point referred to above:

	<u>Daily</u>	<u>Monthly</u>
	\$	\$
T.I	36.60	983.30
T.II	43.70	1182.80
T.III/R.I	51.30	1377.50
T.IV/R.II	56.55	1520.00
R.III	61.75	1662.50

6. A series of adjustment trigger indices, rounded to one decimal place, is established at 5 per cent intervals above and below the June 1990 trigger point of 155.8, as follows: 189.4, 180.4, 171.8, 163.6, 155.8, 148.0, 140.6, 133.6, 126.9, 120.6. The series can be extended if necessary by multiplying each trigger index above the June 1990 trigger point by 1.05, and each below by 0.95. Whenever the index reaches or goes beyond a trigger index, an adjustment (upward or downward) in the amount of the supplement, effective on the first day of the following month, shall be made on the basis of the following formula:

$$(\text{trigger index} \times 0.9468^{(17)} - 100 \times \text{value per index point as indicated in paragraph 4 above}) = \text{new supplement}^{(18)}$$

7. The daily supplement shall be rounded to the nearest 5 US cents and the monthly supplement, to the nearest 10 US cents. At the request of the translator, as indicated at the beginning of the assignment, non-local salaries shall be paid in US dollars.

### III. Adjustment of rates

8. If, during the term of this Agreement, the regular staff are granted an increase in real income, the base salary and post adjustment rates in paragraph 4 and the non-local rates in paragraph 5 shall be adjusted correspondingly, at the same date.

9. Whenever classes of post adjustment are consolidated into base pay, the base salary and post adjustment rates in paragraph 4 shall be likewise adjusted at the same date to reflect the consolidation.



## ANNEX B

AITC  
ASSOCIATION INTERNATIONALE DES TRADUCTEURS DE CONFERENCE  
(réviseurs, traducteurs, rédacteurs et éditeurs)  
Resolution on monthly appointments adopted by the AITC General Assembly on 7 May 1978 (AG  
16/171)

THE GENERAL ASSEMBLY,

Bearing in mind its resolutions of May 1974 and May 1977 on the question of monthly appointments for non-local short-term translators,

Taking note of the statement of the representatives of the organizations of the United Nations common system at the meeting of the CCAQ/AITC Negotiating Group on 13 April 1978 that the organizations have now agreed to apply to short-term translators the conditions governing the subsistence allowances of regular staff,

1. Welcomes this development, which terminates a long-standing discrimination against short-term translators,
2. Calls upon short-term translators to co-operate with the organizations in the servicing of long conferences, it being understood that so long as the organizations insist on paying for unused leave on the basis of the net base salary instead of the full salary, short-term translators shall always be accorded the possibility of taking the leave to which they are entitled under paragraph 12 (d)<sup>\*</sup> of the Agreement, within the employment period.

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\* N.B. - now 13 (d).

## ANNEX C

### ASSOCIATION INTERNATIONALE DES TRADUCTEURS DE CONFERENCE (réviseurs, traducteurs, reacute;dacteurs et éditeurs)

#### Résolution relative à la durée de la semaine de travail adoptée le 6 juillet 1975

L'ASSEMBLEE GENERALE,

Rappelant que le traducteur ne doit pas accepter de travailler dans des conditions qui puissent nuire à la qualité de son travail (article 8 du Code professionnel) et qu'à cette fin il est notamment tenu d'exiger le respect de la règle 3 de l'Annexe au Code professionnel, résumée à l'article 19 du Projet d'Accord avec les organisations des Nations Unies, qui est ainsi conçu: "A translator should not be called upon to work more than 40 hours a week spread over 5 or 6 days (35 or 30 hours if the translator remains on duty until or after midnight, respectively, or if he works in difficult conditions or in hot climate countries). If he is called upon to do so, he shall receive compensation in the form either of time off or of an equivalent number of days of paid leave at the end of the contract",

Se félicitant de constater que la plupart des organisations appliquent déjà des dispositions qui sont conformes à cette règle,

Soucieuse d'en assurer l'application uniforme,

Décide que, tant que les négociations sur ce point n'auront pas abouti avec toutes les organisations, les membre de l'AITC ne devront accepter de contrat qu'en formulant la réserve dont le texte figure ci-après, <sup>(19)</sup> à moins d'avoir l'assurance que l'employeur applique d'ores et déjà les dispositions ci-dessus mentionnées;

Prie les organisations internationales et les organisateurs de conférence de prendre les mesures nécessaires, notamment en prévoyant les effectifs suffisants, pour éviter que les traducteurs et rédacteurs de comptes rendus indépendants n'aient à demander eux-mêmes l'application des dispositions ci-dessus mentionnées.

## ANNEX D

### Application of the CCAQ/AITC Agreement regarding the sharing of remuneration in respect of weekends intervening between two successive contracts

1. Representatives of organizations attending the fifty-seventh session of CCAQ(PER) agreed on the detailed modalities of application of the CCAQ/AITC Agreement regarding the sharing of remuneration in respect of weekends intervening between two successive contracts (see paragraphs 11-12 of the record of discussions of the CCAQ/AITC meeting of 12 March 1982, ACC/1982/PER/CM/9).

2. It was agreed that:

(a) In the case of a translator who works for an organization up to and including Friday and who is under contract for another organization starting the following Monday, the releasing organization will pay the salary in respect of the Saturday and the receiving organization in respect of the Sunday intervening, each at the rate applicable to the contract as a whole.

(b) Payment for weekends will be conditional upon presentation of a contract or, at least, a telex from the receiving organization to establish continuous employment. No retroactive adjustments will be made, except where a translator:

- i. informs the releasing organization on the last day of his contract at the latest that he has an appointment with another organization commencing on the first day of the following week; and
- ii. produces evidence of the new contract not later than the end of the first week following his separation from the releasing organization.

Translators will be urged to present their contracts or telex confirmations as early as possible, preferably by Tuesday of the last week, to avoid the need for separate pay actions.

(c) In the case of the Friday or Monday being an official holiday at the duty station concerned, payment for that additional day shall be made by the organization at whose duty station the official holiday is observed.

(d) Daily subsistence allowance will be payable in respect of the weekend, in so far as it may be due under normal travel rules, it being understood that any travel should be effected by the most direct route between the two duty stations. Similarly, no extended insurance coverage will be provided other than that normally included in the policy applicable to the contract of employment.

(e) Where travel is effected during the weekend in respect of which salary is payable by the organization, the half-pay normally due for travel time will not accrue.

## ANNEX E

### ORGANIZATIONS WHICH ARE PARTY TO THE AGREEMENT

United Nations  
International Labour Office  
Food and Agriculture Organization  
United Nations Educational, Scientific and Cultural Organization  
International Civil Aviation Organization  
Universal Postal Union  
World Health Organization  
International Telecommunication Union  
World Meteorological Organization  
International Maritime Organization  
World Intellectual Property Organization  
International Fund for Agricultural Development  
United Nations Industrial Development Organization  
International Atomic Energy Agency  
World Trade Organization (previously General Agreement on Tariffs and Trade)

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## Notes

<sup>1</sup> See, for example, Article 101 (3) of the United Nations Charter: "The paramount consideration in the employment of staff ... shall be the necessity of securing the highest standards of efficiency, competence and integrity", and United Nations Staff Regulation 4.3: "In accordance with the principles of the Charter, selection of staff members shall be made without distinction as to race, sex or religion ..."

<sup>2</sup> This paragraph is subject to reservations by UNESCO and IMO.

<sup>3</sup> See ILO reservations regarding paragraph 13.

<sup>4</sup> This paragraph is subject to a reservation by FAO.

<sup>5</sup> The terms "Translator" and "Reviser" in this paragraph include, as appropriate, précis-writers and editors of official records and publications.

<sup>6</sup> See Annex D.

<sup>7</sup> FAO, UNESCO and WIPO reserve their position as regards the question of possible reimbursement of tax if it were to be levied.

<sup>8</sup> This paragraph is subject to a reservation by ILO.

<sup>9</sup> For the resolution adopted by the AITC General Assembly, see Annex B.

<sup>10</sup> Minor variations of the fraction may occur as a result of different organization practices.

<sup>11</sup> A translator recruited from outside the place of work shall receive salary and subsistence allowance for any additional day of required travel resulting from the travel arrangements made by the employing organization.

<sup>12</sup> ICAO reserves its position on this provision.

<sup>13</sup> See FAO reservation regarding paragraph 8 (a).

<sup>14</sup> For appointments on a monthly basis, see paragraph 13(f) and Annex B.

<sup>15</sup> This paragraph is subject to a reservation by ICAO and IAEA.

<sup>16</sup> For the position of the AITC General Assembly on this subject, see Annex C.

<sup>17</sup> 0.9468 represents the relationship, in May 1981, between the value of the cost-of-living supplement divided by the value per index point, averaged over the five categories, and the May level of the index, i.e. 147.8 divided by 156.1.

<sup>18</sup> For example, in the case of a T.III/R.I translator, and if the relevant trigger index is 163.6, the calculation is done as follows:  $163.6 \times 0.9468 = 154.9 - 100 = 54.9 \times 1.08 = \$59.29$  (new daily supplement, subject to rounding).

<sup>19</sup> "..., sous réserve de l'application de la règle ci-après: la durée de la semaine de travail passera pas 35 heures si le traducteur doit assurer son service au-delà de 20 heures ou 30 heures si le travail se prolonge au-delà de minuit. Si, en raison de circonstances imprévues, le traducteur est appelé à travailler au-delà de ces horaires, une compensation lui sera accordée soit sous forme de temps libre pendant la durée de son engagement, soit sous forme d'un nombre correspondant de jours de congé payés à la fin de l'engagement."