

875—160.4(91E) Interpreters.

160.4(1) *Interpreter available.* An interpreter shall be made available at the work site when an employer has more than 10 percent of its employees that are non-English speaking and speak the same non-English language. At least one interpreter shall be available at each work site for each entire shift on which the non-English speaking employees are employed.

160.4(2) *Interpreters provided.* An interpreter shall be provided to all non-English speaking employees in order to comply with subrules 160.3(1) to 160.3(10).

160.4(3) *Spanish-speaking interpreters.* If a Spanish-speaking interpreter is needed, the employer shall select an interpreter from the list of interpreters developed by the commissioner. Persons on the commissioner's list will be selected from a statewide list of interpreters provided by the Spanish-speaking people commission.

160.4(4) *Interpreters for languages other than Spanish.* If an interpreter is needed for a language other than Spanish, the employer shall select an interpreter capable of interpreting information needed relative to the items listed in subrules 160.3(1) to 160.3(10).