

Article 10 - ADVANCEMENT OPPORTUNITIES

1. (a) With the exception of senior management positions, notices for all employment opportunities, whether or not covered by this Agreement, shall be posted by the Employer. Employees shall have two weeks from the transmittal date to make an application for the positions, except on those rare occasions when AP needs to fill a particular vacancy more rapidly, in which case the Employer shall notify the Guild in writing.
- (b) Employees desiring to perform their existing job and assignment in a transfer new business location shall submit a request for a personal transfer opportunities should make known their wishes, in writing to the , to the head of their organizational unit and relevant Human Resource representative. Such a personal transfer may be granted by the company without a posting, so long as the Employee is able to fulfill all aspects of their current role in the new business location. Such requests shall not be unreasonably denied by the company, which may also elect to formally post for roles sought via this process.
- (c) The Employer shall retain the exclusive right to determine who shall fill any vacancy subject to any applicable provisions of this Article.
- (d) No employee shall be penalized for refusing to accept a promotion, except as specified in Article 6 (Job Security).
2. (a) For openings in the technical support specialist classification, preference over new applicants shall be given to the advancement of employees in lower classifications subject to the employees' qualifications and skills, with the Employer being the sole judge.
- (b) In all other classifications covered by this Agreement, preference shall be given to the advancement of employees in lower classifications subject to the employees' qualifications and skills. In selecting employees for advancement, the Employer will give preference to length of service.
- (c) Nothing herein is intended to exclude other Associated Press employees from consideration.
3. Reassignment of an employee to higher classification work shall not be deemed a work schedule change calling for penalty payment under the provisions of Article 18 (Hours, Overtime and Work Schedules) of this Agreement.
4. All employees shall be given every opportunity to advance their careers with the Employer and are encouraged to pursue outside educational opportunities. If an employee takes such courses, approved by the Employer in advance, the Employer shall reimburse the employee for said costs, either on successful completion of the course, or on interim reports, showing satisfactory progress. The course and the specific amount to be reimbursed must be approved by the Employer, in writing, in advance. Approval shall not be unreasonably denied.
5. It is expressly understood and agreed, however, that should any employee resign within two (2) years after completion of the last course, examination or course materials paid for by the Employer for any employee's advancement toward eligibility, in whole or in part, for the certification differential payable under Article 11 (Wage Minima), then the employee must reimburse the Employer from employee's terminal wages, accrued vacation and, if necessary, personal assets, for the pro-rata cost of the course work, written materials and/or certification examinations paid for by the Employer for the employee's benefit and on employee's behalf.

The Employer shall provide adequate training on equipment under the technical support specialist's jurisdiction, and shall further provide, subject to availability, information (manuals, schematics, educational and trouble-

shooting material) necessary to aid in proficiency. The Employer will use its best efforts to provide a list of such planned available training with as much notice as practical to allow employees to request training.

The Employer will establish the training schedule and employees' regular calendar workweek schedule may be modified accordingly without penalty. Upon completion of said training, the employees' schedule will revert back to their normal schedule at the beginning of the calendar week immediately following said training.

It is further agreed that, for the life of this Agreement, the Employer will provide \$1,000.00 per year to update the digital online resources, based on recommendations from the field.

6. Upon written request, the AP will meet with up to three (3) Guild representatives every six months to discuss employee concerns, preferences and inquiries on AP training programs. Should travel be required to attend these meetings, Employee participants will not suffer a loss or reduction in regular wages, including time spent traveling to and from meetings.