



**Tentative Agreement on June 2, 2022**

The Associated Press:   
TERESA SEEBAUER (LAWYER, 2017-2018 EDT)

---

News Media Guild:   
(NY CHRWG) (01-22-2022 2:10:02 EDT)

---

**Guild Proposal  
May 26, 2022**

**Article 9 – TRANSFERS**

Please provide the Transfer Policy for review.

1. The policy of the Employer is to meet the needs of the service and, wherever possible, to provide wider opportunities for employees. Employees desiring transfer opportunities should make known their wishes in writing to the head of their organizational unit, with a copy sent to the Vice President of Human Resources in New York, to get them on record for consideration when conditions permit. Transfers to other bureau cities shall be made only by mutual consent of the Employer and the employee, and no employee shall be penalized for refusing to accept a transfer, except as specified in Article 6 (Job Security).
2. The Employer shall provide any transferred employee with a base lump sum allowance of \$7,500.00, which the employee may utilize in his/her discretion for his/her relocation expenses. In addition to the base allowance, the Employer will provide an additional lump sum allowance of \$5,000.00 for selling a home, \$2,000.00 for relocating a spouse, and \$2,000.00 for relocating any children. Employees shall not be required to obtain pre-approval of any expense, to itemize expenses and/or to utilize specified relocation agents or services. Other than the base lump sum and the applicable additional allowances, the Employer has no obligation to provide, facilitate and/or to reimburse a transferred employee with any other expenses or services related to the employee's relocation.

There shall be no reduction in salary because of a transfer, unless an employee exercises his/her option under Article 6, Section 2 (Job Security). However, an employee transferring to another business location ~~bureau city~~ shall receive the economic differential applicable to the city to which he/she is transferred; the employee will be informed in writing before the transfer of any change in the differential. No employee may agree to terms less than those provided by this Agreement.

4. The Employer shall not be bound by Section 2 above when an employee requests a transfer for personal reasons and the Guild office in New York will be advised of any transfers made under this provision. A written request for transfer filed with the Employer as outlined in Section 1 of this Article shall not be considered a transfer request for personal reasons.