

Article 9 – TRANSFERS, shall be amended at Section 2 to provide as below:

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 their chiefs of bureau or department heads, with a copy sent to the Director 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 \$5,000, 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 \$2,000, for each of the applicable following circumstances:

- a.) relocation of spouse;
- b.) relocation of child(ren); and
- c.) relocation to a destination that is 2,000 miles or more from the employee's current work

location. 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.

~~2. (a) The Employer shall reimburse reasonable meal, transportation and lodging expenses of employee and one relocation-eligible dependent or same-sex partner for a "pre-move" trip of up to three days and two nights.~~

~~(b) Upon relocation, the Employer shall pay the transportation expenses of the employee, the employee's spouse, dependent children, same-sex domestic partner as defined under the eligibility requirement for the Employer's health plan and other dependents living in the employee's household at the time the transfer is offered, the transfer of the employee's household goods and effects, the total not to exceed an amount estimated by the employee and approved by the Employer in advance.~~

~~(c) The Employer also shall pay living expenses of the employee and aforesaid dependents until the employee finds adequate housing. This "settling" is in addition to reimbursement for the pre-move trip and shall be done as expeditiously as possible, but in no case shall the Employer be required to pay living expenses for more than thirty days. Consideration shall be given by the Employer to those cases in which the need for living expenses exceeds thirty days.~~

~~(d) In the case of a transfer, or under other circumstances when approved by the Employer, the Employer will pay expenses for one round trip of the transferring employee to the employee's former home as part of the settling agreement. If more than one such trip is required for settling, the Employer shall extend consideration to the affected employee for expenses incurred in the additional trips.~~

3. There shall be no reduction in salary because of a transfer, unless an employee exercises his/her option under Article 6, Section 2. However, an employee transferring to another 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 of itself be considered a transfer request for personal reasons.