

GOVERNMENT AGENCIES TRANSFER ACT OF THE STATE OF SAN ANDREAS
GOVERNED AND UPHELD BY THE DEPARTMENT OF JUSTICE



Jose Esco
Supreme Court Justice

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Governor



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Article 1: General Provisions

This document outlines the **Government Agencies Transfer Act**, which governs the transfer of employees between state organizations within San Andreas, such as FIB, SAHP, LSPD, NG, GOV, and EMS.

Transfers are defined as an employee obtaining employment in a state organization within seven (7) days of leaving another state organization, requiring the approval of both organizations' leaders. This act establishes standard procedures and regulations for such transfers.

Article 2: Rules & Regulations

§2.1 Applicability of the Transfer Act

The **Transfer Act** applies to the following government organizations and departments:

- Government (GOV)
- National Guard (NG)
- Federal Investigation Bureau (FIB)
- Los Santos Police Department (LSPD)
- San Andreas Highway Patrol (SAHP)
- Department of Justice (DOJ) (*specifically for retaining lawyer licenses*)
- Emergency Medical Services (EMS)

This Act ensures uniformity and clarity in transferring employees between these organizations while safeguarding organizational interests and upholding contractual obligations.

§2.2 Procedure of Transfer within Government Agencies

§2.2.1 Basic Steps for Employees

Employees seeking a transfer between government agencies must adhere to the following steps:

1. Permission from Current Organization Leader

- Employees must obtain explicit approval from their current organization's leader for the transfer. This ensures that the employee's departure aligns with organizational needs and does not disrupt operations.

2. Permission from Target Organization Leader

- Employees must also seek written approval from the leader of the organization they wish to join. The target organization's leader has the discretion to accept or deny the transfer request based on their internal policies and requirements.

3. Proper Termination Process

- Employees must follow the standard termination process in their current organization, including any required notice periods and formal exit procedures.

4. Compensation for Contractual Obligations

- If the employee has not fulfilled the terms of their employment contract (e.g., minimum working period), they must pay the stipulated compensation to the current organization.

5. Restricted Employment

- Employees are prohibited from joining any organization other than the one explicitly approved by both leaders. Unauthorized employment in any other organization is a violation of this Act. And punishable for violation of the Transfer act, a criminally punishable offense of up to 45 Months in the state penitentiary.

Reminder: Employees may need to compensate their current organization for unfulfilled contractual obligations, as outlined in their employment agreement.

§2.2.2 Steps for Leaders

When an employee requests a transfer, the respective leaders of the current and target organizations must follow these steps:

1. Response to Transfer Request

- Leaders may either accept or deny the transfer request.
- If denying the request, leaders must comply with the conditions outlined in §2.2.3.

2. Optional Communication Between Leaders

- Leaders may choose to communicate with each other to discuss the transfer. However, this is not mandatory unless specified in exceptional cases.

§2.2.3 Circumstances for Acceptance or Denial of Transfer

1. Grounds for Denial by Current Organization Leader

- If the employee has persistently violated internal rules or displayed behavior that may cause disruption in the target organization, the current leader can deny the transfer.
- Denial must be accompanied by valid and reasonable justification, including documented evidence of violations.

2. Discretion of Target Organization Leader

- The leader of the organization the employee wishes to join has the absolute right to accept or deny the transfer request without providing reasons. This decision is final and cannot be challenged in court.

3. Appeals Process

- If a denial by the current organization leader is contested, the employee may appeal to the Supreme Court.
- The court will review the justification and evidence provided by the current organization leader. If the denial is deemed unjustified, the transfer will proceed, or the employee will have the option to retain or terminate their current employment contract.

Exception:

If the target organization leader waives the denial, the current organization leader must comply and approve the transfer.

§2.2.4 Violations of the Transfer Act

1. Employee Violations

- Employees who bypass the steps outlined in §2.2.1 will be subject to:
 - Blacklisting between the involved organizations.
 - A 20-day global blacklist enforced by the government.

2. Leader Violations

- If a leader unjustifiably denies a transfer despite the employee fulfilling all requirements, the employee may demand compensation of \$300,000 from the leader or their organization.

3. Unauthorized Employment

- If an employee joins an organization other than the one approved, they will be subject to penalties as outlined in §2.2.4.1.

Note:

Upon issuing a global blacklist, the government may notify the current organization leader to extend the blacklist to their records.

§2.2.5 Principles & Obligations

§2.2.5.1 Principles

1. Leader Collaboration

- Leaders of the involved organizations must approach each other to facilitate the transfer process. In the case of the transfer being accepted by both organizations, the leader must ensure to terminate the employee within 24 hours after completing the due process according to the employment contract.
- Both leaders must ensure it's not an illegal transfer and must follow the procedure prescribed in this document.

2. Government Mediation

- The government may act as a mediator to assist in obtaining approvals. However, government intervention is advisory, and leaders are not obligated to accept transfers.

§2.2.5.2 Obligations

1. Timely Responses

- Leaders must respond to transfer requests promptly, either approving or denying them based on the outlined criteria.

2. Addressing Illegal Transfers

- If an employee commits an illegal transfer, their previous organization must notify the current organization and the Government with valid evidence.
- The current organization must terminate the employee within 24 hours and request a global blacklist from the Government.

3. Legal Compliance

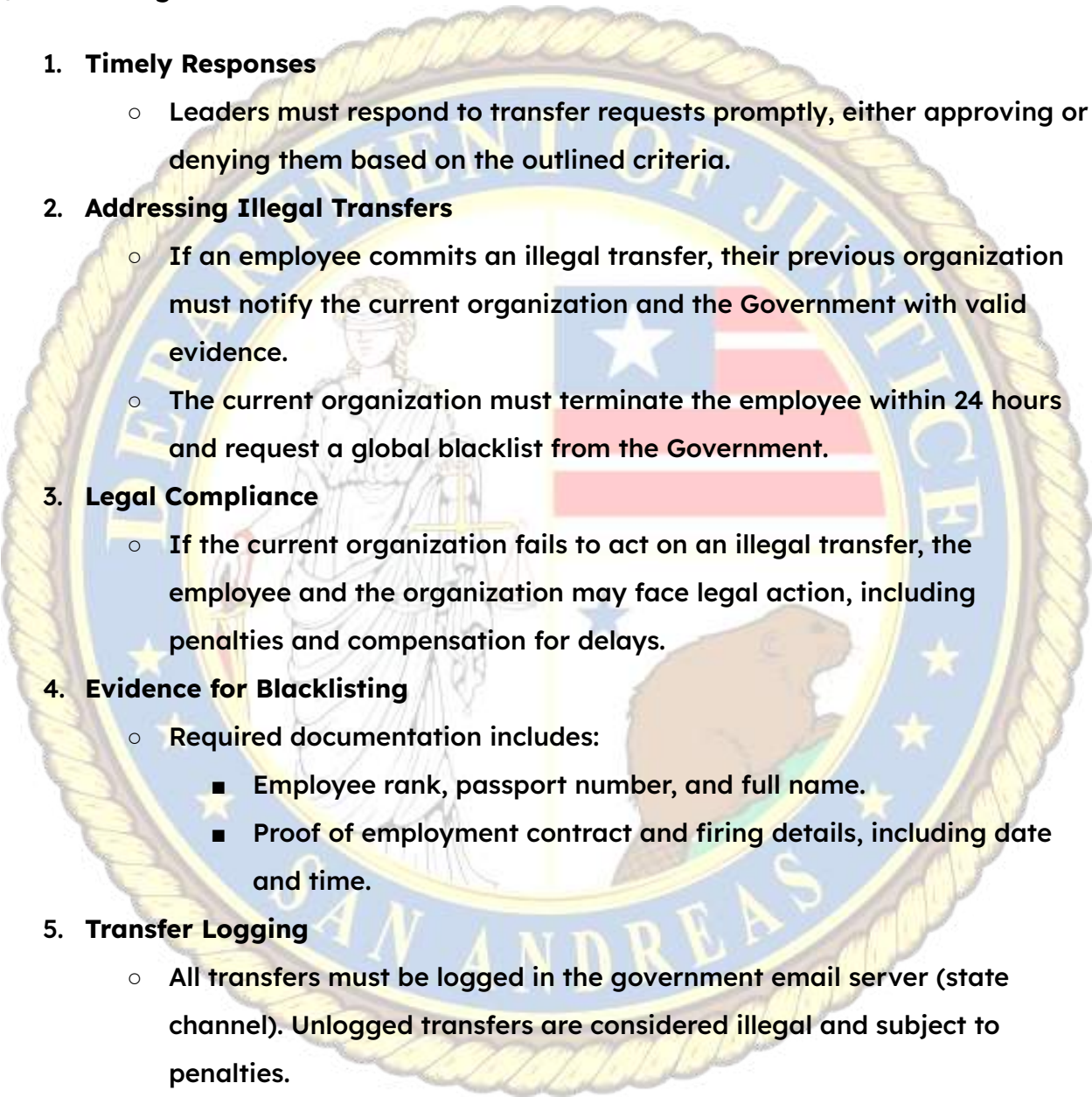
- If the current organization fails to act on an illegal transfer, the employee and the organization may face legal action, including penalties and compensation for delays.

4. Evidence for Blacklisting

- Required documentation includes:
 - Employee rank, passport number, and full name.
 - Proof of employment contract and firing details, including date and time.

5. Transfer Logging

- All transfers must be logged in the government email server (state channel). Unlogged transfers are considered illegal and subject to penalties.



Article 4: Concepts & Definitions

§4.1 Global Blacklist

The **Global Blacklist** is a status enforced by the Governor and Deputy Governors, which prohibits an individual from being employed in any government agency within the state. The following government agencies are included:

- Government (GOV)
- National Guard (NG)
- Federal Investigation Bureau (FIB)
- Los Santos Police Department (LSPD)
- San Andreas Highway Patrol (SAHP)
- Emergency Medical Services (EMS)

§4.1.1 Reasons for Global Blacklisting

1. Violation of Employment Contract

- If an employee leaves their organization without notifying the employer and terminates their contract without obtaining consent.

***Note:** The employer must provide proof of the signed employment contract when applying for a global blacklist.*

2. Corruption Charges

- If the employee violates any laws as described in the penal codes, the employer has the right to request a global blacklist for corruption charges in addition to dismissal.

3. Violation of the Government Agencies Transfer Act

- Failure to comply with the **Basic Steps** outlined in §2.2.1 during a transfer process constitutes grounds for a global blacklist.

Exception to §4.1

If an employee leaves an organization and accepts a low-command position in a new organization, starting from scratch, they are permitted to be promoted only after seven (7) working days. Failure to adhere to this requirement is considered a violation of this act and may result in global blacklisting.

§4.2 Illegal Transfer

An **Illegal Transfer** occurs under the following circumstances:

1. Premature Employment

- An employee joins another government agency within seven (7) days of leaving their previous agency without obtaining approval from both the former and new organization leaders.

2. Failure to Follow Proper Procedures

- An employee leaves their organization without following the proper procedures and independently joins another government agency.

3. Violation of Promotion Guidelines

- If an employee leaves an organization, accepts a low-command position in the new organization, and is promoted before completing the mandatory seven (7) working days, it is considered an illegal transfer.



Signature of Chief of Los Santos Police Department



Signature of Sheriff of San Andreas Highway Patrol

Ace Verlice

Signature of Director of Federal Investigation Bureau

Aditya Richh

Signature of General of National Guard

Alzuna Kaze

Signature of Chief of Emergency Medical Services