

The Associated Press: *Teresita Seeberger*
Teresita Seeberger (Dec 15, 2023 19:07 EST)

Dec 15, 2023

News Media Guild: *Kevin Keane*
Kevin Keane (Dec 22, 2023 19:57 EST)

Dec 22, 2023

Article 1 – COVERAGE

1. This Agreement covers all Technical Support Specialists and Senior Technical Support Specialists of Associated Press System engaged in the operation, maintenance and installation of all equipment owned or leased by the Employer in its leased wire and/or wireless news, picture and radio services within the United States, including such services operated for wholly owned American subsidiaries, but excluding operation of non-photographic facsimile recorders and specifically excluding the following positions: AP officers, Technology management including Technology managers, assistant Technology managers, senior network operations center managers, network operations center managers, systems engineers, technology specialists, broadcast engineers, and all employees represented by Local 31222, News Media Guild's Editorial Unit contract.
2. The type of work normally performed within the bargaining unit by employees covered in Section 1 of this Article, namely the operation, maintenance and installation of all equipment owned or leased by the Employer, shall be performed by employees covered by this Agreement. Such work or work of the same type but serving the same function, whether performed by presently or normally used processes or equipment or by new or modified processes or equipment, shall be assigned to the employees covered by this Agreement, provided that nothing in this Agreement shall be construed as barring the Employer from discontinuing any of its present operations or affecting technological changes in its operations or as barring non-union employees in the categories excluded from this Agreement under Section 1 of this Article from continuing to perform the work done by them as part of their normal function. Specifically, respecting excluded personnel who are also trained technicians, nothing in this Article shall prevent them from managing, directing, supervising, overseeing and participating in tasks associated with the operation, maintenance and installation of all equipment owned or leased by the Employer, including during special events. However, such participation shall not result in a numerical staff reduction of the employees covered by this Agreement, nor shall it result in any loss of regular pay or removal from entitled classification or forced transfer from any bureau or department and, further, such participation in operation, maintenance and installation of equipment shall not include full-time bargaining unit work or assignment to special events on a full-time basis without the assistance of employees covered by this Agreement.
3. All employees covered by this Agreement shall be and remain members of the Union within thirty (30) days after the execution of this Agreement or within thirty (30) days after hire, whichever is later.
4. Employer agrees to maintain an overall ratio of 4:1 between bargaining unit employees and Technology Managers and/or Assistant Technology Managers during the life of this Agreement.
5. It is agreed that upon written notification to the Employer that any employee is not a member in good standing where Union membership is required by this Article, such employee shall be suspended from service within not to exceed two (2) weeks and shall not be permitted to work until the Employer is notified by the Union that the employee is in good standing with the Union.
6. As in the past, this Agreement shall not apply to work traditionally and commonly performed by stringers, freelancers and independent contractors. However, stringers, freelancers, or independent contractors shall not be used:
 - (a) to perform regularly scheduled bureau or department duties or assignments within bureaus or departments;
 - (b) to enable the layoff of an employee or the elimination of a position covered by this Agreement or employee benefits under this Agreement;
 - (c) to substitute for temporary employees in those projects historically performed by temporaries.