

The Associated Press: *Teresita Seeberger*
Teresita Seeberger (Dec 22, 2023 22:14 EST)

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News Media Guild: *Kevin Keane*
Kevin Keane (Dec 23, 2023 16:53 EST)

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Article 1 – COVERAGE

1. This Agreement covers all editorial and business office employees of The Associated Press and wholly owned American subsidiaries employed (working) in the United States; but excludes the following job titles: managing editor, deputy managing editor, assistant managing editor, director/bureau chief, deputy director/deputy bureau chief, assistant director/assistant bureau chief, news manager, global editor, deputy editor, assistant editor, news editor, administrative correspondent (those correspondents directly supervising three or more full-time equivalent AP personnel, including full-time temporary employees who are replacing a regular employee on leave), editor at large, executive producer, executive assistant, administrative assistant, as well as all confidential employees, engineering employees, and employees within the technology collective bargaining unit.
2. The type of work normally performed within the bargaining unit by employees covered in Section 1 of this Article 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 effecting technological changes in its operations or as barring non-union employees in the categories excluded from this Article from continuing to perform the work done by them as part of their normal function.

Specifically, respecting excluded personnel who are professional journalists, nothing in this Article shall prevent them from managing, directing, supervising, overseeing and participating in news, photo and allied operations of the Employer. However, such participation in news, photo and allied operations 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 classifications or forced transfer from any bureau or department, and, further, such participation in news, photo and allied operations shall not include full-time work on news desks and other news and photo assignments or full-time coverage of continuing news events without the assistance of employees covered by this Agreement.

3. As in the past, this Agreement shall not apply to work traditionally and commonly performed by stringers, freelancers and independent contractors. However, stringers, freelancers, 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.