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Article 18a – GRANT FUNDED TEMPORARY EMPLOYEES

1. A grant-funded temporary employee is one whose position is supported by a grant, donation or philanthropic gift to The Associated Press or a partner organization. This includes Report for America corps members. The Guild shall be notified in writing as to the nature of grant-funded positions and their duration.
2. Any individual newly hired into a grant-funded temporary position may remain a temporary employee for up to thirty-six (36) months in that assignment or other grant-funded assignments. If retained beyond thirty-six (36) months in a grant-funded assignment (including non-continuous assignments), then the temporary employee will become a regular employee who has completed the trial period and, at that time, will become subject to all applicable rights and obligations concerning regular employment under this Agreement.
 - a. To the greatest extent practicable, sixty (60) days prior to the scheduled expiration of funding, the Employer shall meet with the employee to discuss renewal of the funding. If the funding will not be renewed, the Employer shall discuss with the employee any opportunities to move into another organizational unit within the Employer for which the employee is qualified. If the employee is qualified for a vacant position that has been approved to fill, and has met performance standards, they shall be given the first opportunity to interview for the position before external candidates.
 - b. In the event the Company chooses not to continue/renew the funding agreement, or the funding ends prior to the temporary employee's expected termination date, the Company retains the discretion to keep them employed under temporary status, until their expected termination date.
3. Any incumbent, regular employee who accepts an assignment to, or whom the Employer assigns to, a grant-funded position will remain a regular employee, will not be subject to the terms of this Article and will remain subject to all applicable rights and obligations concerning regular employment under this Agreement. Such incumbent, regular employees shall return to a position similar to their prior assignment (within their previous business location and classification) when their grant-funded assignment ends.
4. Upon three weeks' written notice, the Employer may conclude an assignment for a grant-funded temporary employee employed less than nine months. If retained for or beyond nine months, then the grant-funded temporary employee will have fulfilled the trial period requirement of Article 6 (Job Security) and the employee shall not be dismissed without just and sufficient cause during the duration of the temporary assignment, including any extension.
5. A grant-funded temporary employee hired for a regular position in a different business location or organizational unit shall undergo a three-month trial period.
6. An employee who works as a grant-funded temporary employee for a total of nine (9) continuous months or more shall be placed on a first-on, first-off preferential list for regular employment through the duration of their temporary assignment and 12 months thereafter. An employee who works several non-continuous stints within the same business location or organizational unit as a grant-funded temporary for a total of 12 months within an 18-month period shall be placed on a first-on, first-off preferential list for regular employment in that business location or organizational unit through the duration of their temporary assignment and 12 months thereafter.

An individual on the preferential list must have the qualifications and skills to perform the work of the available position and will have preference for hire where those skills and qualifications are relatively equal or superior to that of any external candidate. This preferential hiring list shall be provided to the Union quarterly.

7. A grant-funded temporary employee shall participate in the Defined Contribution Plan as soon as permitted by federal law. Any newly hired employee in a grant-funded temporary position shall be eligible to contribute to the 401(k) plan as soon as administratively feasible.
8. Article 21 (Holidays) will apply only to those grant-funded temporary employees assigned on a full-time basis.
9. If a grant-funded temporary employee is hired for regular employment and is transferred by the Employer to a different business location, the Employer will reimburse the employee for relocation expenses as provided in Article 9, Section 2 (Transfers). A grant-funded temporary employee transferred by the Employer to a different business location shall receive relocation expenses as provided in Article 9, Section 2 (Transfers).
10. After three (3) months of employment, time worked as a grant-funded temporary employee will be counted for purposes of calculating vacation entitlements under Articles 22 (Vacations), provided that any break in service between temporary assignment does not exceed twelve (12) months in length. Any vacation liquidated at the end of a temporary assignment will be subtracted from the calculated entitlement of the next year.