



**Tentative Agreement on June 2, 2022**

The Associated Press:   
TERESIA SEIBERGER, 2021 (12/08 EDT)

---

News Media Guild:   
(11/07/2020) (11/22/2022) (11/08 EDT)

---

**Guild Proposal  
May 26, 2022**


**Article 24 – MILITARY SERVICE**

1. Any employee who is or has been required to leave his/her post to serve or train with the United States military services or adjuncts or other services which fulfill his/her obligation or who volunteers or has volunteered for such service, shall be deemed to be on leave of absence without pay and shall upon termination of such service be entitled to reinstatement to employment in accordance with the Uniformed Services Employment and Reemployment Rights Act and any other applicable federal laws.
2. Any employee who has been on such leave and who has complied with the foregoing conditions but is incapable of resuming employment because of physical or mental disability shall be paid his/her dismissal indemnity at the rate to which the employee would have been entitled had the employee resumed his/her job.
3. Any employee returning from military service shall be employed at the minimum salary for his/her years of experience in his/her classification prevailing at the time of the employee's return, or at the salary he/she received at the time of entering the service, plus all general increases granted during the employee's absence, whichever is higher. Employees returning to the service of the Employer under the foregoing conditions shall receive full experience credit for the time they were on such leave.
4. Any employee who has been on such leave and has returned to duty shall be credited with the experience rating to which his/her salary applied.
5. Dismissal indemnity rating and other rights under this Agreement will be unimpaired; and the period of absence on military leave shall be considered service time with the Employer in computing dismissal indemnity credit, vacations and sick leave.


Any employee leaving for military service as herein described shall receive the proportionate amount of vacation pay or time to which he/she is entitled at the time the employee begins such leave.

6. Vacations for employees returned from military service of a year or more will be granted as follows:
  - a. Effective January 1 of the year following their return from military leave, such employees will be placed on a calendar year basis, their accrued vacation credit being computed pro-rata for the period between their return from military leave and the following January 1. For purposes of such computation, fractions of a month shall be considered a full month. Employees who have not earned as much as five days' vacation under the pro-rata formula above, shall be granted enough time to complete one week's vacation. This additional vacation grant shall not be counted as accrued vacation in calculating vacation credits due

## Tentative Agreement on June 2, 2022

The Associated Press:   
TERESIA SEEBAUER, 2022 (12/18/2021)

---

News Media Guild:   
(11/18/2021) (11/18/2021) (11/18/2021)

---

an employee in the event of termination of the employee's service. In succeeding calendar years their vacation credits shall be the same as for other employees of like service.

- b. Such employees returning to the service of the Employer before May 1 in any year shall be eligible to take one week's vacation upon completion of five months of continuous employment; in the year following their return they shall receive the balance of their accrued vacation, which shall not be less than a week.
7. The foregoing provisions need not apply to an employee dishonorably discharged from military service.
  8. An employee promoted to take the place of one entering such service may, upon the resumption of employment by such employee, be returned to his/her previous position and salary, but at not less than the then current minimum for that position. Any employee so promoted, and while such promotion is temporary, shall continue to receive credit for his/her employment in the experience rating in which the employee is classified. In the event of a subsequent permanent change in employment, and consequent change of classification, the employee shall receive full credit in his/her experience rating in such new classification for the period in which he/she already has been engaged in such new classification.
  9. The provisions of this military service Article do not apply to replacement employees hired by reason of absence granted to regular employees for such service, but these replacement employees otherwise shall be covered by all provisions of this Agreement. Employees hired as military replacements shall receive dismissal pay if released because of the return of an employee from military service.
  10. Any employee with more than one year of continuous service, whose military obligation demands attendance at a summer encampment or full-time training exercise or brief National Guard duty which in total would not exceed nine (9) weeks each year (or actual time, if shorter) would receive for the first three weeks of such service the difference between his/her military pay and allowances and his/her Associated Press salary, if the latter is higher. The foregoing applies only to reserve programs of the United States Army, Navy, Air Force, Marine Corps, National Guard or Coast Guard.