

Guild Proposal  
March 9, 2023

## Article 29 – OUTSIDE WORK

Employees shall be free to engage in outside writing, photography or broadcasting outside working hours subject to the following restrictions:

- a.) That such activities of the employee do not constitute a conflict of interest for the employee or the Employer.
- b.) That such activities do not exploit the name of The Associated Press or the employee's position with the Employer without permission of the Employer.

Any material produced by an employee primarily from notes, stories, either written or broadcast, or pictures produced or gathered by the employee while on assignment for the Employer, or gathered through the influence of the name of The Associated Press shall be submitted to The Associated Press for approval prior to its submission to an outside publisher, purchaser or broadcaster. Within three (3) days, the Employer will acknowledge receipt of an employee's written request for such approval. Within ten (10) days, the Employer will provide its response or will request additional time for consideration and discussion with the employee.