

AP PROPOSAL  
March 2, 2023

## Article 3 – PAYROLL INFORMATION

1. The Employer agrees to furnish to the Guild the following information and payroll data for employees within Guild jurisdiction solely for use in collective bargaining between the Employer and the Guild.
2. The Employer shall provide the Guild monthly, within 15 days of the month in which the information became effective, with the following information:
  - a) For new hires: name, sex, birthday, address, personal email address (if provided voluntarily to the Employer by employee), gender identity and gender pronoun (if provided voluntarily to the Employer by employee), personal employee identification number, date of employment, classification, business location, department, organizational unit, starting salary, economic differential, experience rating, experience anniversary date and, if applicable, information on excess vacation accrual negotiated between an individual employee and the Employer.
  - b) For deletions: The information in (a) above and the reason for deletion.
  - c) For transfers: The effective date and business location, department and organizational unit transferred to and from, salary and economic differential and any change of status.
  - d) In the case of part-time employees the initial report will include the number of hours assigned.
  - e) For rehires: The information in (a) above plus the location of previous employment, the date removed from payroll, and the dates of the applicable trial period as provided for in Article 6 (Job Security), Section 4 for former regular employees or as it applies under Article 18 (Temporary Employees), Section 3.
  - f) Merit increases granted, name of the business location, individual name, salary and amount of the increase granted together with the effective date thereof.
3. Up to thrice annually, upon request the Employer will provide a list of employees exempt from the hours and overtime provisions of Article 17 (Hours, Overtime and Work Schedules) with name, business location, department and organizational unit, classification and reason for exemption. The Employer also shall supply the Guild annually, on request, a list of employees grouped by business location and by department.
4. The Employer will continue to supply the Guild with a payroll list of employees covered in the unit on a biweekly basis as provided in Section 2 above plus their minority grouping, full years of service and date and amount of last merit increase. Thrice annually, the Employer shall furnish a participation status report (showing the total

number of participating employees) on the health, contributory group life and pension plans. By July 15 of each year, the AP will provide to the Guild a numerical breakdown of those bargaining unit employees identified as any of the following: female, people who are Black, Hispanic, Asian, Native American, disabled, or a Vietnam Era veteran.

5. The Employer shall supply the Guild no later than each June 1 the following information with respect to the Revised Retirement Plan for employees of The Associated Press represented by the Guild:
  - a) A list of all pensioners in the plan as of the preceding January 1. Such list shall include the date of birth, date of retirement, length of service and amount of benefit.
  - b) A list of "inactives" in the plan.
  - c) The annual valuation of the plan as prepared by the actuary.
  - d) As of the date of the report, the plan's funding ratio and the anticipated date when the plan will be funded fully.