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The Associated Press: *Teresita Seeburger*
Teresita Seeburger (Dec 24, 2023 00:36 EST)

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News Media Guild: *Kevin Keane*
Kevin Keane (Dec 24, 2023 00:38 EST)

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Article 8 – NORMAL WORK

1. The Employer shall determine the size and composition of its staff and shall maintain an adequate working force at all times so that there is no imposition of any unreasonable amount or type of work on any employee. The Employer will take cognizance that additional duties imposed on employees will limit their ability to perform the amount of work previously done.
 - a. The Employer will, upon request, prioritize an employee's job duties when assignments prevent all duties from being completed within the employee's shift.
 - b. When an Employee is asked to perform more than one function, management will discuss with the Employee the priority order of those tasks.
2. Should the Employer create a new job category or new job duty within the Guild's jurisdiction, the Employer shall notify the Guild and the parties shall negotiate a new minimum compensation. If agreement on minimum compensation cannot be reached, the controversy shall be submitted to final and binding arbitration under the procedure set forth in Article 4 (Grievance Procedure) and Article 5 (Arbitration). A change in the method of operation shall not be considered a new job duty unless such change materially alters the job function. It is recognized that the normal work of wage classification "A" employees covered by this Agreement requires newsgathering and news reporting in all media formats, which does not materially alter job functions or require additional compensation. Nothing in this Agreement shall preclude the Employer from adopting technological advances in newsgathering, production, and/or distribution and such changes do not constitute new job categories or new job duties.