

## MEMORANDUM OF AGREEMENT

This **AGREEMENT**, entered into on December 22, 2023, between THE ASSOCIATED PRESS and NEWS MEDIA GUILD, a local, No. 31222, chartered by THE NEWSGUILD-COMMUNICATIONS WORKERS OF AMERICA, amends and renews the collective bargaining agreements between the parties for both the editorial bargaining unit and the technology bargaining unit, which each expired on June 30, 2022.

This **AGREEMENT** renews and extends those expired collective bargaining agreements for the period January 2, 2024, through and including January 2, 2027.

This **AGREEMENT** amends the editorial bargaining unit and the technology bargaining unit agreements in accordance with the tentative agreements that have been reached by and between the parties. Unless noted expressly otherwise in the tentative agreements, revisions to the technology unit bargaining agreement will be precisely the same as the amended language attached hereto for the editorial unit bargaining agreement.

This **AGREEMENT** provides for three (3) general wage increases as follows: (1) two and three-quarter percent (2.75%) to each employee's regular weekly salary, which shall become effective on the first day of the pay period immediately following April 1, 2024; (2) two and three-quarter percent (2.75%) to each employee's regular weekly salary, which shall become effective on the first day of the pay period immediately following July 1, 2025 and (3) three and one-half percent (3.5%) to each employee's regular weekly salary, which shall become effective on the first day of the pay period immediately following October 1, 2026. Economic differentials and other salary differentials specified in the collective bargaining agreements shall be increased by the same specified amount on the same effective dates.

This **AGREEMENT** further provides that one lump sum be paid to all regular full-time employees as follows: One Thousand Five Hundred dollars (\$1,500.00) as soon as administratively feasible after The Associated Press receives written notice of ratification from the News Media Guild. Said amount shall be prorated for regular part-time employees, shall be subject to standard taxation and withholding deductions, shall be payable on a one-time basis only, and shall not be included in any employee's regular salary, wage rate or regular pay for any other purpose. An employee may elect to defer such lump sum as a contribution to the 401(k) plan in accordance with the terms of the plan.

This **AGREEMENT** provides that there will be changes to the schedule of medical and dental benefits as agreed and no increases to employee premium contributions for group health insurance during the life of the **AGREEMENT**.

This **AGREEMENT** also provides for the resolution and dismissal with prejudice of all past and pending grievances related to Article 1 of the editorial bargaining agreement. Following ratification, the News Media Guild will request withdrawal of the Charge filed in NLRB Case No. 01-CA-326781 and the termination of all proceedings in connection therewith.

This **AGREEMENT** is subject to ratification by the union members of the News Media Guild collective bargaining units and by the Board of Directors of The Associated Press. Each bargaining committee agrees that it will recommend without qualification the ratification of this Agreement.



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Jessica Bruce  
Senior Vice President  
The Associated Press

Dec 23, 2023



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Vin Cherwoo (Dec 24, 2023 01:47 EST)

Vin Cherwoo  
President  
News Media Guild  
TNG-CWA Local 31222

Dec 24, 2023