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Teresita Seeberger (Feb 13, 2024 12:52 EST)

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Kevin Keane (Feb 20, 2024 11:14 EST)

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Article 11 – WAGE MINIMA

1. The Employer agrees to establish the following weekly minimum rates in the following classifications effective the start of the first payroll period following the date of ratification of this Agreement:
 - a. Classification A – Journalist. Titles: Newspersons, Photographers, Videojournalists, Producers, Master Control Operators and Artists.
 - i. AP may designate any Classification A employee a “chief” employee (example: “chief photographer”) and such “chief” employees will receive a weekly salary of at least 5% more than their appropriate scale minimum.

Weekly	4/1/24	7/1/25	10/1/26
To Start	\$1,000.89	\$1,028.41	\$1,064.41
After 12 months	\$1,150.36	\$1,181.99	\$1,223.36
After 36 months	\$1,429.90	\$1,469.22	\$1,520.64
Annual			
To Start	\$52,046.28	\$53,477.32	\$55,349.32
After 12 months	\$59,818.72	\$61,463.48	\$63,614.72
After 36 months	\$74,354.80	\$76,399.44	\$79,073.28

- b. Classification B – Assistant Journalist. Titles: Editorial Assistant, Photo Assistant, Graphic Assistant, Information Specialist, Visual Librarian, Camera Operator, Computer Maintenance Controller.
 - i. AP may designate any Classification B employee a “chief” employee (example: “chief photo assistant”) and such “chief” employees will receive a weekly salary of at least 5% more than their appropriate scale minimum.

Weekly	4/1/24	7/1/25	10/1/26
To Start	\$750.67	\$771.31	\$798.30
After 12 months	\$862.77	\$886.49	\$917.52
After 36 months	\$1,072.42	\$1,101.92	\$1,140.48
Annual			
To Start	\$39,034.84	\$40,108.12	\$41,511.60
After 12 months	\$44,864.04	\$46,097.48	\$47,711.04
After 36 months	\$55,765.84	\$57,299.84	\$59,304.96

* Rates set at 75% of Class A

- c. Classification C – Senior Journalist.
 - i. Classification C employees may hold any Classification A title.
 - ii. The base weekly salary for any Classification C employee is set at two times (2X) the Class A "After 36 months" rate at the time of their hire as or conversion to a Classification C employee.

Weekly	4/1/24	7/1/25	10/1/26
To Start	\$2,859.80	\$2,938.44	\$3,041.29
Annual			
To Start	\$148,709.60	\$152,798.88	\$158,147.08

d. Classification D – Office Assistant.

- i. AP may designate any Classification D employee a “chief office assistant” and such employees will receive a weekly salary of at least 5% more than their appropriate scale minimum.

Weekly	4/1/24	7/1/25	10/1/26
To Start	\$650.66	\$668.56	\$691.96
After 12 months	\$684.47	\$703.29	\$727.91
Annual			
To Start	\$33,834.32	\$34,765.12	\$35,981.92
After 12 months	\$35,592.44	\$36,571.08	\$37,851.32

- e. Classification E – News Support. Titles: Audit Clerks, Payroll Clerks, Picture Clerks, Stock Clerks, Equipment Records Clerks, Assistant Bookkeepers, Key punch Operators, Telephone Operators, Stenographers and Receptionists.

Weekly	4/1/24	7/1/25	10/1/26
To Start	\$730.42	\$750.51	\$776.77
After 12 months	\$774.17	\$795.46	\$823.30
After 24 months	\$876.45	\$900.55	\$932.07
Annual			
To Start	\$37,981.84	\$39,026.52	\$40,392.04
After 12 months	\$40,256.84	\$41,363.92	\$42,811.60
After 24 months	\$45,575.40	\$46,828.60	\$48,467.64

- f. Classification P – Assistant Cashiers, Assistant Paymaster, Accountants and Foreign Disbursement Auditors

Weekly	4/1/24	7/1/25	10/1/26
To Start	\$890.84	\$915.34	\$947.38
After 12 months	\$963.53	\$990.02	\$1,024.68
After 24 months	\$1,017.38	\$1,045.36	\$1,081.94
After 36 months	\$1,159.09	\$1,190.97	\$1,232.65
Annual			
To Start	\$46,323.68	\$47,597.68	\$49,263.76
After 12 months	\$50,103.56	\$51,481.04	\$53,283.36
After 24 months	\$52,903.76	\$54,358.72	\$56,260.88
After 36 months	\$60,272.68	\$61,930.44	\$64,097.80

- The pay rate established in this Article are minimum amounts; the employer may, at its sole discretion, compensate employees covered by this agreement in excess of these minima regardless of their experience as defined under Article 13.
- Effective the start of the first payroll period following the date of ratification of this Agreement, if a discretionary wage increase is granted by the Company, which results in an Employee receiving a wage rate that is between steps on the applicable Wage Minima scale, then the amount of such increase shall be added to the Employee’s next immediate scheduled increase on the Wage Minima scale.

4. After the effective date of this Agreement, a new classification and job title within a classification, may be established by mutual agreement of AP and the Guild.

5. Senior Master Control Operators

- a. The Employer will select Senior MCR Operators from among qualified bargaining unit MCR Operators. The Employer will select employees for this classification in its sole discretion and determination of whether an employee, by virtue of his/her ability and experience, is capable of working independently with minimal supervision; is capable of providing guidance to other MCR Operators and/or functioning as a team lead; can instruct new MCR Operators; and can be assigned a scheduled that supplements the Employer’s need to provide coverage and ensure stability of the Master Control Room Operations. If no current bargaining unit MCR Operator is qualified, declines the new classification and/or does not want to relocate where there is a business need for this classification, the Employer may pursue external candidates for this classification.
- b. Senior MCR Operators will receive a minimum weekly salary that is \$110.00 per week greater than the effective top wage scale established for a MCR Operator (Class A). Senior MCR Operators will also be eligible for all differentials provided under this Agreement. As a condition of this classification and in exchange for its higher weekly salary, Senior MCR Operators will be required to remain on-call at times designated by the Employer, and Sections 5, 6, and 7 of Article 17 (Hours, Overtime and Work Schedules) will not apply to Senior MCR Operators, except that Senior MCR operators will receive premium pay for any overtime actually worked. Additionally, Senior MCR Operators’ work schedules and assignments will be at the sole discretion of the Employer, subject to revisions of Sections 1, 4, 8, 9, 10, 12 and 13 of Article 17 (Hours, Overtime and Work Schedules).
- c. If an MCR Operator declines or wishes to discontinue an appointment to Senior MCR Operator, then the Employer is under no obligation to place the employee in an alternate position and the employees may be subject to layoff pursuant to Article 6 (Job Security).

6. Economic Differentials

- a. Following is a list of business locations where economic differentials shall be paid to employees in A and B pay classifications only and shall be included in computations of all benefits provided under this Agreement, regardless of whether the individual benefit is to be based on “pay,” “salary,” “base pay,” “base salary,” “regular salary,” or any other word or group of words meaning a sum of money given as compensation for employment.

Weekly	4/1/24	7/1/25	10/1/26
Classifications A + B	\$164.99	\$169.52	\$175.46
Annual			
Classifications A + B	\$8,579.48	\$8,815.04	\$9,123.92

- b. Cities: New York, NY; Washington, DC; Anchorage, AK; Berkeley, CA; Boston, MA; Chicago, IL; College Park, MD; Elgin, IL; Garden City, NY; Honolulu, HI; Juneau, AK; Los Angeles, CA; McLean, VA; Miami, FL; Portland, OR; Sacramento, CA; San Diego, CA; San Francisco, CA; San Jose, CA; Seattle, WA; Springfield, VA; White Plains, NY.