

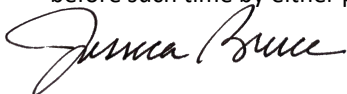
VOLUNTARY SEPARATION PROGRAM
MEMORANDUM OF UNDERSTANDING - EU
Nov. 15, 2024

This Memorandum of Understanding confirms the terms and conditions of the tentative agreement reached this week between AP ("Company") and the News Media Guild ("Guild") regarding a voluntary separation program ("program") for the Editorial Unit.

1. On a one-time, non-precedent-setting basis, the Company shall offer a voluntary separation program to Employees selected by the Company, as set forth in the attached Exhibit A.
2. The program shall consist of a separation payment as calculated in accordance with Article 7, Section 2, of the existing collective bargaining agreement ("CBA"), to be paid in the form of salary continuation; and a subsidy of 50% of an Employee's COBRA premium or retiree health care premium for Employee and Employee's eligible dependents for 18 months, for those Employees who are enrolled in a Company provided health care plan at the time of separation. Employees will be required to execute a separation agreement to confirm their participation in the program (see Exhibit B).
3. No Employee will be required to accept the Company's offer of voluntary separation, but the Company will be required to accept all those who volunteer following receipt of an offer from the Company.
4. The Company will consider requests from unsolicited Employees to join the program. Acceptance of such unsolicited volunteers into the program will be at the discretion of the Company, and the maximum number of Guild editorial bargaining unit participants separated under this agreement (including those listed in Exhibit A) is capped at 116.
5. The parties agree to amend Article 2 of the CBA to add the following language as a new Section 5:

"Any employee who was a member of the Guild on the effective date of the Voluntary Separation Program Memorandum of Understanding or who becomes a member of the Guild during the term of the parties' 2024-2027 Collective Bargaining Agreement [CBA], shall, as a condition of employment during the term of the CBA, remain in good standing. It shall be a condition of employment that all employees hired after the effective date the Voluntary Separation Program Memorandum of Understanding, who are covered by the CBA, shall, within thirty (30) days from the date of their hire, become and remain members in good standing in the Guild during the term of the CBA. For purposes of this provision, the hire date shall include the transition of a temporary employee (including grant funded temporary employees) to a regular position. It is agreed that upon written notification to the Employer that any employee is not a member in good standing where required by this Article, such employee shall be suspended from service within two (2) weeks and shall not be permitted to work until the Employer is notified by the Guild that the employee is in good standing with the Guild."

6. The Company acknowledges and reaffirms its commitments under the CBA, specifically noting Article 1, Section 2, and Article 18, Section 7. The Company shall seek to separate a proportionate number of non-bargaining unit U.S. editorial staff as part of this separation program. As a direct result of this program, the Company shall not shift Guild unit work to non-bargaining unit employees, nor hire a temporary employee (including a grant funded temporary employee) to directly replace a regular employee who departs the Company as a result of this program.
7. The terms of this agreement shall be subject to ratification by Guild membership. AP may extend voluntary separation offers to selected staff while that ratification vote is pending. The Company shall inform employees who are offered voluntary separation under this program that its terms are contingent upon a Memorandum of Understanding between the Company and the Guild duly ratified by the membership of the Guild, absent which the offer is null and void ab initio.
8. This agreement shall remain in effect for the duration of the existing CBA, in accordance with the provisions of Article 34.
9. The parties (including the Guild, its officers and agents) agree that this agreement shall be first announced by the Company at 6 a.m. ET on Monday, Nov. 18 and no public announcement or discussion of the agreement or the parties' negotiations shall occur before such time by either party, absent mutual agreement.



Jessica Bruce
Senior Vice President
The Associated Press



Vinay Cherwoo (Nov 15, 2024 18:30 EST)

Vin Cherwoo
President
News Media Guild, TNG-CWA Local 31222

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EXHIBIT A

Pers.No.	FULL NAME	Pers.No.	FULL NAME	Pers.No.	FULL NAME
100354	ESHCHUK STEVEN	107589	MURPHY MELISSA	100297	RITTER KENNETH
113202	WISEMAN PAUL	100605	CANAVAN THOMAS	100747	DOVARGANES DAMIAN
112626	REITERMAN TIMOTHY	102591	OLSON ERIC	102944	VOGEL RICHARD
110772	BORENSTEIN SETH	102639	NICHOLSON JOHN	102603	SCHREINER BRUCE
103055	MENDOZA MARTHA	102987	MARSHALL JOHN	101771	SLADKY LYNNE
109068	TURNER JEFFREY	102581	PETERSON ANNE	102481	LEE WILFREDO
113586	MALONE MONA	101116	KURZ HENRY	101464	LAVANDIER MARTA
114045	HAMADA AHMAD TAREK	102660	WILSON BERNARD	100759	RATHKE LISA
101374	DUNN MARCIA	109177	HART JOHN	102164	MCGILL DWIGHT
101729	NANO STEPHANIE	110359	LEHN ROBERT	102251	JOHNSON CHEVEL
100628	REIF RICARDO	101860	GOODALL FREDERICK	102909	DREW RICHARD
105309	WEISS MITCHELL	101243	LENTZ ROBERT	101750	NEUMEISTER LAWRENCE
102041	IRVINE MARTHA	100449	GELLER ADAM	103065	MATTHEWS KAREN
102053	SULLIVAN TIMOTHY	112950	CONDON BERNARD	102210	MILLER KENNETH
102486	MCDOWELL ROBIN	100087	BREED ALLEN	102205	BECK MARGERY
111640	LARDNER RICHARD	100924	HILL MICHAEL	110472	RAOUX JOHN
100842	WILLIS VINCENT	101044	BAZEMORE JOHN	102945	TODT RONALD
100786	HERSCHAFT RANDY	113260	MARTIN JEFFREY	100082	BERRY WALTER
100374	MINERVA JEROME	100096	KRUPA CHARLES	102979	SNOW ANITA
102702	SHAFNER RHONDA	102667	SENNE STEVEN	101804	PUSKAR GENE
101713	CLENDENNING WILLIAM	100053	LEBLANC STEVEN	100991	PARRY WAYNE
101738	STAPLETON MARJORIE	100040	DWYER MICHAEL	102169	SHARP DAVID
100465	ADLER SHELLEY	102037	RABY JOHN	101521	ROBERTSON GARY
100817	FERRY DAVID	101793	ARBOGAST CHARLES	102054	SONNER SCOTT
100001	WARDER DONNA	102052	GREEN MICHAEL	101105	BOWMER FREDERICK
101478	FOLEY RITA	101790	OGROCKI SUSAN	101918	O'CONNOR JOHN
102322	HALL NORMAN	100802	MCCORMACK KATHY	102514	SALTER JAMES
101668	NEWBERRY PAUL	102384	OTERO LAWRENCE	100063	FARRINGTON BRENDAN
101644	ODUM CHARLES	102096	ZALUBOWSKI DAVID	102103	ANDERSON CURT
101825	STACY MITCHELL	102459	NEIBERGALL CHARLIE	100059	O'MEARA CHRISTOPHER
100225	WITHERS THOMAS	102374	OSORIO CARLOS	101709	SEEWER JOHN
100498	IACOBELLI PETER	101874	SANCYA PAUL	102379	HANNA JOHN
103149	STAPLETON ARNIE	105955	WHITE EDWARD	101049	SHIPKOWSKI BRUCE
101732	MAROT MICHAEL	101616	CHASE RANDALL	102867	SPENCER TERRY
102853	FERGUSON DOUGLAS	100186	COLLINS DAVID	100944	LEDERER EDITH
113734	GRAVES GARY	101851	CALLAHAN RICK	101944	BOYLE SUSAN
101893	HARRIS BETH	101861	CONROY MICHAEL	100402	CIASCHI STEPHEN
100734	BLUM RONALD	102189	SOLIS ROGELIO	102881	THOMPSON SEAN
100703	CHERWOO VINAY	102306	PETTUS EMILY		