

**SUMMARY OF INITIAL PROPOSALS
THE ASSOCIATED PRESS
NEWS MEDIA GUILD-EDITORIAL BARGAINING UNIT
July 25, 2013**

1. Article 1-Coverage:

Revise inclusions/exclusions to be consistent with current operational circumstances and to exclude misclassified job titles or functions.

2. Article 6-Job Security:

Revise Section 9 to enable electronic format for employee performance evaluations.

3. Article 7-Dismissal Indemnity/Severance:

Effective September 1, 2013, revise current language to reduce maximum cap to 52 weeks of combined notice/dismissal indemnity/severance for all employees.

Add new provision that employees hired on or after September 1, 2013, shall be eligible for 50% of the notice pay/dismissal indemnity/severance pay specified currently for employees hired prior to that date, and that the maximum value of aggregate notice pay/dismissal indemnity/severance pay shall not exceed 26 weeks for such newly hired employees.

4. Article 9-Transfers:

a. Revise to require business-necessitated transfers initiated by the AP as follows:

i. when the AP determines that justifiable and sufficient reasons limit an employee's ability to effectively fulfill his/her job responsibilities in the current location;

ii. or when the AP seeks to address staffing imbalances in one location and staffing vacancies in another location.

iii. Employees declining or refusing transfer under such circumstances shall be provided with dismissal indemnity/severance in exchange for his/her execution of a resignation agreement and general release; while employees transferred under such circumstances shall be reimbursed in accordance with the AP practices and policies effective as of August 31, 2013.

b. Section 2 shall be reviewed by the parties and revised to reflect maximum reimbursement limitations for expenses associated with relocation within in a designated region.

5. Article 11-Wage Minima:

"Housekeeping" -- delete dormant/extinct wage classifications and job titles.

6. Article 17-Expenses:

Revise Section 2(a) to eliminate the daily minimum; reimbursement shall be made only for actual, authorized business use of a personal vehicle in accordance with the rate established by the IRS.

7. Article 18-Hours, Overtime and Work Schedules:

a. Revise Section 5 to provide that an employee will be compensated only for actual, authorized time worked at the basic overtime rate, when incidental overtime of less than one (1) hour in aggregate is required on a scheduled work day and does not necessitate the employee's presence at or return to a work location or news venue.

b. Revise Section 7(a) to provide that those employees who are assigned work as specified in Section 14 may be scheduled either for three different start times in the same week or with a return to a start time established earlier in the week.

c. Revise Section 7(a) to reduce the penalty from one(1) hour to one-half (1/2) hour at the employee's regular straight time rate.

8. Article 19-Temporary Employees:

Revise Section 8 to provide: "After three (3) months of continuous employment, time worked as a temporary employee will be counted for purposes of calculating vacation entitlements..."

9. Article 26- Group Health and Dental:

Article 27-Life Insurance:

Revise Editorial Unit articles and Technology Unit articles in accordance with the attached summaries.

10. Article 29-Outside Work:

Add new Section 2 as follows: "No employee may use AP equipment or property for outside work or any other business purpose."

The AP reserves the right to add to, modify, revise and withdraw proposals during the course of negotiations with the News Media Guild.