

IAPE TNG/CWA LOCAL 1096

COMPREHENSIVE PROPOSAL

for a new collective bargaining agreement with

DOW JONES & COMPANY

June 13, 2023

(The Union reserves the right to modify or withdraw any of the following proposals during bargaining. These proposals are made without prejudice to the Union's position regarding the proper interpretation of the existing contract language or existing practices or policies. All proposals are part of a complete package, and no agreements reached during bargaining are final until agreement has been reached on all issues.)

Unless specifically noted in the following proposals, all calendar dates within the 2022-23 Agreement shall be adjusted to reflect the term of the new Agreement.

Article I - Scope of Agreement

1) Add new section:

This contract is also applicable to each Telecommuter or Remote Worker (a) who regularly reports to an individual supervising Employees at any Covered Locations, or (b) who regularly works from a home office located within fifty (50) miles of any Covered Location.

2) Excluded Personnel.

Delete exclusions for Assistant News Editor, Graphics Editor, Photo Editor, Film Editor, Assistant Editor and Associate Editor.

3) Revise Article I Section B.4. as follows:

Additional Exclusions. In addition to the specific exclusions from the bargaining unit noted above, the parties recognize that certain other positions are excluded from the bargaining unit because: (1) the employees are not eligible to be included in the unit under the standards of the National Labor Relations Act; or (2) the parties have mutually agreed that certain positions should be excluded from the unit. Any employees occupying such jobs will be excluded from the unit as described below, subject to the union's right to challenge, (1) for excluded titles or classifications, whether the title or classification is not eligible to be included in the unit under the standards of the National Labor Relations Act, on a title or classification basis, and (2) for excluded individuals, on an individual basis, whether an employee occupying an excluded title is

actually performing the job functions that make the position excluded (e.g., the employee is misclassified and should be reclassified to an included title). Any such challenge shall be raised in the Classification Committee and, if not resolved there, may be raised as a grievance. For those job classifications that have been historically excluded from the unit, employees occupying those jobs will remain excluded provided that the substantial functions of the job remain unchanged.

For any newly created jobs that do not fall within any of the categories listed below, the Company shall determine in the first instance whether the job should be excluded from the unit and shall provide the union with an exclusion memo explaining the reasons for the exclusion. It is understood that an Employee in a newly created job title shall be covered by this Agreement unless the job duties meet the National Labor Relations Act's test for exclusion of supervisory, managerial or confidential Employees ~~and/or the standards set forth in this section~~. The Union may challenge the Company's exclusion determination by raising the issue in the Classification Committee and, if not resolved there, through the grievance process.

Article II - Hours and Overtime

1) Overtime - add new section:

Employees shall not be disciplined or negatively impacted for refusing to work in excess of fifteen (15) overtime hours during any work week.

2) Compensatory Time Off - add new section:

Extraordinary Hours Worked. When an overtime exempt Employee is assigned by their supervisor to perform work in excess of seven (7) hours on a regular work week day and such work requires three (3) or more additional hours, the Employee will be granted Comp Time for all additional hours worked.

3) Add new section

An overtime-eligible employee required to work in a Dow Jones office or away from home more than two hours overtime in any single day or an overtime-exempt employee required to work in a Dow Jones office or away from home nine or more hours in any single day shall be entitled to \$40 dollars meal allowance. Any employee, regardless of overtime status, required to work in a Dow Jones office or away from home on a scheduled day off shall be entitled to \$40 dollars meal allowance for every four hours of working time. The parties agree that this meal allowance is provided solely for the convenience of Dow Jones to enable the employee to work the Employer's desired overtime assignment, and that meals provided for by this meal allowance are intended to be consumed at the Dow Jones office or other location away from home.

Article III - Job Classifications and Wages

- 1) Update language to reflect practice of delivery of employee reports to the union (weekly hire, termination and transfer reports; bi-weekly dues and address reports; quarterly employee data reports).
- 2) Add requirements for delivery to the union copies of every disciplinary notice, offer letter, transfer letter, and separation agreement for any IAPE-represented employee.

Add new sections:

- **Employee hire letters:** Employees hired by Dow Jones shall receive a digital offer letter in PDF format for their records. The letter shall contain details of their employment including, but not limited to, union status, salary and location, as well as in-office working expectations.
- **Employee transfer letters:** Employees who are transferred or promoted shall receive a digital offer letter in PDF format for their records. The letter shall contain details about the Employee's new job title and responsibilities, union status, salary, and location, as well as in-office working expectations. The salary section of said letter shall include a breakdown of adjustments to salary, including, but not limited to contractual increases, discretionary increases, and promotion-based increases.

- 3) Add new section after Section F:

An Employee paid in excess of the minimum salary for their experience rating shall have their experience credit adjusted to match their current salary. For example, an Employee hired or classified into a position and paid a salary in excess of the C scale but less than the D scale shall be determined to have level C experience.

- 4) Add a new section providing Employees with experience credit when they migrate to a position with a higher Tier. For example, an employee with 'B' level experience in a Tier 2 title will retain that 'B' scale placement upon promotion or reclassification to a higher Tier.
- 5) Effective July 1, 2023, July 1, 2024 and July 1, 2025, all scales shall be increased by a percentage equal to the negotiated compensatory increase.

6) Adjust Shift Differentials as follows:

Effective July 1, 2023, regular full-time Employees whose shifts start between 5:00 p.m. and 5 a.m., or who work at least 50% of their scheduled shifts between said hours (“night shift”), shall receive shift differential payments of \$170 per week.

7) Delete “newsroom Employees” exemption from Section I, Stand-By Pay.

8) Adjust Stand-By Pay rates as follows:

Overtime eligible Employees. Effective 7/1/23, stand-by pay shall increase to \$260 per week. An Employee required to be on stand-by on weekends or holidays only, will be paid \$78 per day. Stand-by pay for an individual weekday, or any portion thereof, shall be \$52. Stand-by pay for a full week in which a holiday occurs shall be \$286. Effective July 1, 2024 and July 1, 2025 all rates shall increase by the same amount as the compensatory increase.

Overtime exempt Employees. Effective 7/1/23, stand-by pay shall be \$309. An Employee required to be on stand-by on weekends or holidays only, will be paid \$93 per day. Stand-by pay for an individual weekday, or any portion thereof, shall be \$62. Stand-by pay for a full week in which a holiday occurs shall be \$341. Effective July 1, 2024 and July 1, 2025 all rates shall increase by the same amount as the compensatory increase.

Article IV - Compensatory Increase

1) Employees for whom the compensatory increase is the largest applicable wage increase under the Agreement shall receive increases in the following amounts:

- July 1, 2023 15%
- July 1, 2024 TBD
- July 1, 2025 TBD

2) Add new:

If, during the term of this contract, the exchange rate between the Canadian Dollar and the US Dollar exceeds 1.25 (1.25 Canadian dollars = \$1.00 US) for a period of more than 180 days, the following compensatory increase for Employees in Canada shall increase by 0.5%.

3) **Minimum Increase.** The minimum increase for each contract year shall be adjusted to reflect a weekly increase equal to the compensatory increase applied to a weekly gross wage equal to the median salary for all IAPE-represented employees.

4) **Cost of Living Adjustment (COLA).** Delete references to maximum adjustments.

5) Adjust computation of the cost of living as follows:

Computation of the cost-of-living. The cost-of-living shall be computed based on a comparison of the annual average of the Consumer Price Index for all urban consumers (CPI-U) as reported by the U.S. Department of Labor – Average Price Data for All Urban Consumers (current series), U.S. all items, 1982-84=100 (CUUR0000SA0) where the 2005 average index is 195. To calculate the cost of living, take the annual average CPI index for the ~~calendar year~~ twelve-month period ending ~~immediately~~ on the last day of April prior to the scheduled wage increase (e.g., ~~the 2011 annual index for the wage increase due on July 1, 2012~~), divide by the annual index for the same period during the prior year, and subtract 1. Convert this number to a percentage and compare to the compensatory percentage increase due the following July 1st.

Article VI - Job Security

- 1) Change probation period from nine months to six months, with a Company option to extend by an additional three months when a clear pattern of disciplinary or performance issues exists. The Company must file for extension of probationary period at least one month prior to the end of the six month probation period. Additionally, the company must clearly inform all new employees of their probationary status in their offer letter.
- 2) Replace Section B with the following:

The Union and the Employee shall be notified in writing at least four weeks in advance of each dismissal with specifications of the facts alleged to constitute just and sufficient cause.

- 3) Adjust retraining allowance sums as follows:

Outsourcing or automation:

- 9-18 months -- ~~\$3,000~~ \$4,000 retraining allowance + Level 1 outplacement
- 18 months-3 years -- ~~\$6,000~~ \$7,000 retraining allowance + Level 1 outplacement
- 3-5 years -- ~~\$9,000~~ \$10,000 retraining allowance + Level 2 outplacement
- 5+ years -- ~~\$12,000~~ \$14,000 retraining allowance + Level 2 outplacement

Reductions in force or job elimination:

- 9-18 months -- Level 1 outplacement
- 18 months-3 years -- Level 2 outplacement
- 3-5 years -- ~~\$3,500~~ \$4,500 retraining allowance + Level 1 outplacement
- 5+ years -- ~~\$5,000~~ \$6,000 retraining allowance + Level 2 outplacement

- 4) Revise “Rehire” section to increase rehire rights from one month to six months.

- 5) Modify Section F as follows, and delete corresponding definition of “Location” in Section L:

Seniority is defined as the length of continuous employment at Dow Jones. The rule of seniority, for the purpose of this Article VI, except as provided below, is that the Employee having the least seniority in the affected job classification in their department ~~at their location~~ shall be the first dismissed; except that, for lay-off purposes only, the job classifications of reporter, special writer and senior special writer shall be considered to be the same classification. In the event of dismissal to reduce the force, the Company agrees to follow the rule of seniority wherever possible and practicable, which means among other things that the rule of seniority shall not apply if a position is eliminated and where the less senior Employee(s) in the same job classification perform functions that are substantially different and where the more senior Employee(s) lack the necessary skills and abilities to perform the remaining work at a satisfactory level of proficiency and cannot reasonably be expected to acquire the necessary skills and abilities through available training and/or on-the-job experience within a time frame that would allow the Company to both continue uninterrupted operations and also effect the planned reduction in staff by the date the job elimination is scheduled to occur.

- 6) Revise Section K. “Department” as follows:

“Department” for purposes of this Article means the area of the Company in which the Employee in question works and which is supervised by a Department Head who reports to a Manager at a level equivalent to a Vice President ~~or a Deputy to a Vice President~~. A list of such departments and Department Heads will be provided to the Union annually at its request, as well as in advance of any layoffs. The department list provided to the Union most immediately prior to the notice of reduction in force shall govern all layoffs.

- 7) Add new: Any Employee laid off within twelve (12) months of receiving a change in classification shall have the option of returning to their former position, so long as the vacancy still exists or if the laid-off employee is more senior than the replacement hired into the laid-off Employee’s former position.
- 8) Add new: When an employee is discharged or otherwise involuntarily separated from employment, they shall retain access to Company email and their personal Google Drive (or equivalent) for purposes of transferring any personal material for a period of not less than seven (7) days after their separation date.

Article VII - Severance Pay

- 1) **Sale of business unit or transfer to a new Employer.** Modify as follows:

If the Employee declines the position, then ~~half~~ **full** severance will be paid, along with full benefits, retraining and outplacement.

- 2) Add the following new sections:

Severance payment date. Severance pay shall be paid to the Employee not later than the date of the next regular payroll cycle following the Employee's separation date.

Retirement severance. Employees who have attained twenty (20) years of continuous service may retire and receive a lump-sum payment equivalent to 75% of their severance pay entitlements as calculated in Section A.1.

Seniority premium. When an Employee is dismissed as a result of any of the causes described in Section A., and when the Employee is not the most-recently hired Employee in their classification within their department, the Company shall pay to the Employee an additional four (4) weeks' worth of severance pay.

Article VIII - Holidays

- 1) Revise VIII-A list of holidays to include Indigenous Peoples Day and the day after Thanksgiving.
- 2) Extend employee discretion to choose cash or day in lieu of a holiday to all holidays, not only those after July 3 in any calendar year.

Article IX - Vacations

- 1) Add a sixth week of vacation time for Employees who attain 10 years of continuous service.
- 2) Modify Section D as follows:

Any Employee who leaves the employ of the Company during the current applicable vacation year without taking their vacation shall be entitled to receive a cash settlement corresponding to the **greater of the** Employee's vested unused vacation time **or all scheduled unused vacation time** if the Employee is eligible for severance pay under Article VII. Vacation time shall vest

monthly (pro rata). Employees whose employment terminates on or before the first working day of a month do not accrue unused vacation pay for that month.

3) Modify Section E as follows:

An Employee who is entitled to at least three weeks of vacation and whose compensation is ~~\$1,250~~ \$1,750 per week or less will be granted one week's pay in lieu of one week's vacation at the request of the Employee.

4) Delete Section G and Modify Section I as follows:

California-Vacation and Personal Day Accrual Cap. Employees in ~~California~~ shall be subject to an annual cap on accrual of vacation and personal days set at ~~175%~~ 200% of the Employee's single-year annual allotment as set forth in this Article and Article VIII. Employees at the cap shall not accrue additional vacation or personal days until their total accrual falls below the cap.

5) Add the following new sections:

Vacation progression. At the beginning of each calendar year, the company will send anniversary notices to Employees advising them of progression to the next vacation threshold.

Vacation errors. If an Employee's complement of vacation days is found to have been recorded in Company records inaccurately for one or more years, the Company shall pay to the Employee a sum equal to the total number of missing vacation time, at the Employee's current rate of pay.

Article X - Union Membership

1) Modify Section D.3 as follows:

All refunds of dues, assessments or fees which may be required to be made to any Employee shall be made by the Union and the Union shall settle all questions and disputes between the Company and its Employees with reference to voluntary dues, assessments or fees, deductions or refunds without recourse to the Company as long as the Company has remitted all related payments to the Union for the Employee and time period involved. In the event the Company fails to update an Employee's payroll status within two (2) weeks of an Employee transferring to a non-covered position, the Company shall be responsible for reimbursing the Employee for dues or assessments withheld from the Employee's pay after the effective date of the transfer.

Article XI - Grievance Procedure

- 1) Modify Section E to require simultaneous notice to the Union when an Employee is summoned to a disciplinary or investigatory meeting.
- 2) Modify Section E to define discharge meetings (except for those where layoff notices are delivered) as “disciplinary” and to similarly advise Union-represented Employees of their right to have a Union representative present.

Article XII - Health Insurance and Benefits

- 1) Maintain current plan design and premium structure and existing 2023 maximums for all bargaining unit Employees, for the life of this contract, with the following exceptions:
- 2) Improvements to health insurance coverage that may have a financial impact will be offered to/discussed with the Union. The Union will accept or reject participation in the enhanced benefit within 60 days.
- 3) Add doula coverage to maternity and related newborn care services (all plans).
- 4) Provide the same level of coinsurance for out-of-network mental health treatment (inpatient and outpatient) as with in-network coverage.
- 5) Increase physical fitness reimbursement maximum to \$800 per year; modify plan to allow for participation in wellness programs and reimbursement of home gym equipment expenses.
- 6) Increase the number of sessions covered through EAP for BetterHelp from 10 to 12 per incident.
- 7) Include coverage through EAP for Pride Counseling (www.pridecounseling.com) with the number of covered sessions to match the number of sessions covered through BetterHelp.
- 8) **Travel Reimbursement in Connection with Reproductive Health Care Services and Gender-Affirming Health Care Services.** For plan participants living in a state that has enacted laws making it illegal or impracticable to receive in-network sexual and reproductive healthcare services, including, but not limited to, contraceptives, abortion services (procedural and pharmaceutical) at any point during the pregnancy, and gender affirming care, and/or for plan participants who cannot access these services from in-network providers/facilities within 100 miles of their home address, the Company shall

provide a travel benefit which provides reimbursement of transportation and lodging expenses, up to \$2,500 per year, when travel is required to receive gender affirmation services, fertility services, and abortion-related services. The travel benefit will be available to all plan participants, including dependents, enrolled in the offered medical plan(s). In order to be eligible for reimbursement travel must be primarily for, and essential to, these medical care services. Covered travel expenses include but may not be limited to coach airfare, rental vehicle, bus, and/or train expenses for the plan participant receiving the services and one support companion, if applicable. If the patient is a minor, reimbursement extends to the participant and two parents/guardians. Reimbursement is also available for tolls and parking with receipts, mileage driven in a personal vehicle, and lodging of \$100 per night for the patient and \$100 per night for a companion. In exigent circumstances, employees may request additional financial aid to cover expenses incurred while traveling to receive care.

Article XIII - Leaves of Absence

- 1) Modify Bereavement Leave policy to increase paid bereavement days to ten (10) for immediate family and four (4) for other family. Also allow for a single Funeral Day (non-family) to be taken up to six times each year. Management shall not have discretion to reduce this term of the Bereavement Leave policy during the life of this Agreement.

Article XIV - Parental Leave

- 1) Remove distinction between primary and secondary caregivers. Management shall not have discretion to reduce this term of the Parental Leave policy during the life of this Agreement.

Article XV - Part Time and Temporary Employees

- 1) Revise Section H to provide for recognition of a temporary employee's first day of performing work for Dow Jones as a temporary employee shall be their hire date upon conversion to Covered Temporary Employee status.

Article XVI - Special Committees

- 1) Modify Section A as follows:

Classification Committee. A joint committee, consisting of two members to be named by the Company and two members to be named by the Union, shall be established and shall meet at least semi-annually to review any new jobs that have not been classified under this contract. A new job to be reviewed is one that has been established for at least one year and to which, from the date of the job's first establishment, there have been at any one time ~~three~~ two or more persons assigned. The joint committee shall determine a mutually acceptable description, classification and wage scale for the job.

- 2) Add new: If the company fails to respond within ninety (90) days to any union demand for classification, the title shall be assigned to a tier with the 'A' scale nearest the current average salary for the titles in question.

- 3) Modify Section C as follows:

Incentive Committee. There will also be a joint standing committee created with equal representation from the Union and the Company concerning incentive plans. Under the contract, ~~forty-five (45)~~ sixty (60) days' notice must be given to the Union concerning a change, modification or termination of an incentive plan. Any notice given under this provision will be referred to the joint standing committee. The Union may refer any question concerning the plans at any time to the joint standing committee. The Company reserves all rights to make the final decision concerning the incentive plans. The Company agrees that, for any design changes to an incentive plan year over year, the Company will provide a written explanation for such changes. The Company also agrees to provide plan participants with a mechanism for tracking their progress towards their target incentive payouts. When an incentive plan is not finalized before the start date of a new plan period, Employees shall receive compensation equal to the greater of incentive payments calculated under the old plan or the new plan until such time as the new plan is marked "final."

Article XVIII - Retirement Plan

- 1) Modify the current Plan for IAPE-represented Employees to require matching contributions from the Company at 100% of the Employee's contributions up to 6% of pay.
- 2) Modify the current Plan for IAPE-represented Employees to require vesting of Employer contributions as soon as an Employee exceeds their probation period.

Article XXII - Job Posting

1) Add the following new sections:

- Union-represented positions shall be advertised as such in all internal and external job postings and communicated during the interview process whether through the People department or a third-party contracted by the Company.
- The Company shall include the rate of compensation (or an accurate range of compensation) in all postings. If the posting includes a range, it must include both the lowest and highest rate the Company currently pays for an IAPE-represented employee in the particular job.
- All Employees who meet or exceed the posted qualifications and skills required for a position for which they apply shall be granted an interview by the Company for the position.

Article XXIV - Miscellaneous

1) Modify Section I as follows:

The Company shall continue to provide late-night taxi, Uber, Lyft, or similar service to Employees working in offices where, in the Employee's ~~manager's~~ discretion, use of public transportation is unsafe. ~~This is not intended to expand the manager's discretion under the prior policy.~~

2) Add the following new sections:

- **Book/Project Leave:** Under no circumstances shall a Dow Jones policy restrict an employee from writing a book or engaging in a project on the employee's own time or prohibit an employee from selecting literary representation of their choosing and a publisher of their choosing, whether or not the book or project is related to the Employee's work for the Company. The policy will not require an Employee to share any advance or their income from the book or project with Dow Jones.
- **Derivative Works:** Intellectual property rights related to the use of any Employee-created editorial material in derivative work (that is, for purposes other than republication of the original work), such as the right to use or license material as the basis for a book, film, television series, or podcast, or other similar publication, shall remain vested solely with the original Employee(s) who created the work. The Employee(s) who originally created the work shall have the discretion to approve or

decline a derivative-work project, and under no circumstances shall the Company have any right or claim to proceeds, license fee, or any other income the Employee(s) derive from the derivative-work project.

- **Artificial Intelligence:** The Company shall not displace bargaining unit Employees by using artificial intelligence models such as ChatGPT or Bard. If the Company wishes to integrate artificial intelligence technology with work performed by bargaining unit Employees, the Company shall present a proposal to the Union not less than sixty (60) days before desired introduction to evaluate the technology. The Union shall have the right to request bargaining about the desired introduction, and, unless the parties reach agreement on its introduction, the artificial intelligence technology shall not be integrated into the work performed by bargaining unit Employees.
- **Appearance fees and panel appearances:** Employees who are requested to appear on non-Dow Jones programs including but not limited to television, radio, podcasts, webcasts, streaming video or a live event shall be entitled to negotiate a fee for each appearance. If an employee is requested to appear on a Dow Jones program, production or event, they shall be entitled to overtime pay or comp time for any hours which fall outside their regular schedule.
- **Other “extra” work:** Employees offered an opportunity to “volunteer” for Company events such as The Future of Everything Festival will be permitted to participate during paid work time and will not be required to use vacation time or personal days.
- **Byline changes:** The Company shall permit transgender Employees to change their bylines on articles retroactively, so that they reflect the identities they assumed publicly. The Company shall also extend this courtesy to Employees who change their names for other reasons, such as marriage or divorce.
- **Princeton shuttle:** The Company shall maintain shuttle service between the Princeton Junction, NJ train station and its offices in the Princeton, NJ area. In the event shuttle service cannot be offered, Employees commuting to and from the Princeton Junction train station may submit taxi, Uber or Lyft expenses for reimbursement.
- **Personal expenses incurred as a result of assignment:** When business travel is required and assigned with fewer than seven days’ notice, personal expenses incurred by the Employee as a result of the assignment shall be reimbursed by the company. Personal expenses under this Section shall include, but not be limited to, fees for canceled appointments and pet care services.
- **Dow Jones & Company Employee Wireless Device Policy:** The Company shall reimburse Employees eligible for coverage under the Wireless Device Policy up to \$100

per month. Under the Policy, a “business need for a wireless device” shall include all Employees required to use personal devices for two-factor authorization on systems, databases, etc. outside of Dow Jones in order to perform their jobs.

- **In-office working days:** Employees shall not be required to work in a Dow Jones office for more than three days in any calendar week for the duration of this Agreement. Days on assignment “in the field,” reporting outside the home or office, meetings with sources or clients, product presentations and similar external meetings shall count as in-office days. The Company shall not monitor identification badge swipes as a means for tracking in-office working days.
- **Office equipment:** The Company shall provide in-office computers for Employees required to work in a Dow Jones office space. Dedicated desk space shall be provided for Employees with specific ergonomic and/or accommodation requirements for their desk setup, desktop and/or software and hardware. Dedicated desk space shall be provided when production requirements warrant specific desktop setups, for example, when monitors require specific calibration for visual production.
- **Source Protection:**
 - A. Whenever a request or demand, including a subpoena, for the disclosure of information, notes, documents, photograph, video, or other material, or the source thereof, is made of the Company, the Company shall immediately notify all affected employees of the request or demand. Whenever such a request or demand is made directly of an employee, the employee shall immediately notify the Company of the request or demand.
 - B. Following such notification, if the employee elects to resist or refuse the demand for information pursuant to a shield law or otherwise, the Company shall provide competent legal counsel to assist the employee in resisting or refusing the demand information.
 - C. The Company shall make employees whole for any fines, damages, loss of pay, or loss of benefits resulting from the employee’s decision to resist or refuse the demand for information
- **Social Media:**
 - A. Employees may, but shall not be required to, use their personal social media accounts to conduct the Company’s business, including the promotion of materials published by the Company.
 - B. No employee shall be requested or required to disclose a password to a personal social media site, personal email account, or other password-protected personal communications system.
 - C. No employee shall be required to disclose or show to the Employer the contents of another employee’s personal social media accounts.

- **Digital Metrics:** Employees shall have access to all of the Company's digital metrics concerning the digital performance of stories and other published content on which they worked.

Article XXVI - Duration and Renewal

- 1) This contract shall be in effect from July 1, 2023, to and including June 30, 2026.

Additional Proposals

Job Descriptions, Tiers and Minimum Pay Scales: The union intends to propose a series of adjustments to the current Tier and Scale document. Proposal to come.

Safety Matters: The union will propose guidelines for indoor air quality and reporting for all commercial Dow Jones locations.

Nondiscrimination: The union is interested in discussing issues surrounding diversity, equity and inclusion in the workplace, and is developing proposals for revisions to Article XX - Nondiscrimination. Proposal to come.