

DOW JONES & COMPANY

PROPOSAL #6

August 31, 2023

Any union proposals not specifically addressed here are rejected except for items on which the parties have previously reached tentative agreements. All Company proposals not addressed here remain as proposed.

Responses to Modified Union Proposals

III-(6) [#12] – Shift Differential. In order to reach a T/A on this issue, the Company will agree to drop its proposal 1-E and maintain status quo as to the eligibility for shift differential, with the understanding that remotely working employees qualify for the shift differential payment only if they are assigned and required to work hours that qualify. [T/A]

III-(8) [#14] – Stand-By Pay. The Company’s proposal is for a \$25 per week increase in the base weekly Stand-By rate from \$215 to \$240 (11%). The Company will modify its proposal, consistent with prior contracts, to add another increase of \$10 in the third year of the contract to \$250, with the other weekly and daily rates to be adjusted accordingly.¹ [Modified Proposal]

XI-(1) [#42] – Notice of Disciplinary Meetings. The Company will accept a modified version of the union’s Aug. 29th proposal as follows: Meetings will be scheduled on not less than 2 hours’ notice delivered to both the union and the employee (unless exigent or emergency circumstances require an earlier meeting, per the current contract language). The meeting may be scheduled on 1 hour’s notice if the Company contacts the union and confirms the availability of the union rep for the meeting, or may mutually agree to a longer or shorter amount of notice to the employee. The Company will provide a copy of any disciplinary notice to the union if a union rep attends a meeting. Additional language in the current contract to be adjusted in accordance with the above. [Modified Proposal]

E. An Employee and the union shall be informed no less than two (2) hours in advance of any disciplinary or investigative meetings to which the Employee is called to attend. Notice to the Employee will clearly identify the subject matter of the meeting as either disciplinary or investigatory. Notwithstanding the prior sentences in this section E, in the event of exigent circumstances, the Company may schedule a disciplinary or investigative meeting with fewer than two (2) hours’ notice and shall make a good faith effort to provide the Union with sufficient notice before the meeting so as to permit the Union to attend. If the Company contacts the union and confirms the availability of a union rep, then the meeting may be scheduled for not less than one (1) hour later unless the parties mutually agree to a shorter or longer

¹ In 2019, the parties agreed to an increase in the Stand-by rate of \$20 in year 1 of a three-year deal (10.5%), and an additional \$10 in year 3 (no change in year 2). In 2016, the parties agreed to an increase of \$20 (to \$180) in year 1 and an additional \$5 in year 3 (no change in year 2). In 2011, the parties agreed to an increase to \$160 with no additional increase during the contract term.

amount of notice to the employee. The Company will provide the union with copies of disciplinary notices if a union rep attends a meeting.

XII-(5) [#48] – Physical Fitness Reimbursement. The Company is discussing the union’s proposal with Benefits and will have a response at a later time.

XVI-(2) [#56] – Procedure for slotting newly-classified jobs. Counter-Proposal: For any employees in a job title that the Company and the union agree should be classified on a date before the date of any scheduled pay increase cycle, and where the parties later agree to a Tier assignment for the newly-classified title, the Company agrees to retroactively apply the applicable scale step increase to such employees as of the effective date of the general compensatory increase for that pay increase cycle. [Modified Proposal]

Company Proposals

The Company maintains all its remaining proposals without modification.

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