

DOW JONES & COMPANY

PROPOSAL #7
(Select Issues)

September 7, 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.

Company Proposals

1. Procedures for Reductions in Force, Severance

1-A. **Structure of Seniority Groups** (as modified) Increase new-hire seniority equivalency from 2 years to **5 3 years**. Increase seniority equivalency group for employees with more than **5 3 years of service to 5-3 year bands**. Add: Pay an additional 2 weeks of severance pay to any employee selected for layoff who has more than 2 years of longer service than a retained employee in the same seniority group. **[Modified Proposal]**

2. Contract Administration & Miscellaneous Issues

2-A. **RTO Sideletter**. The sideletter negotiated in 2022 regarding, among other RTO items, the process for notification of departmental policy changes regarding days of work in the office, shall be terminated, except for the following provision (as modified) which will remain in effect for the term of the Agreement:

If any departmental plan is implemented or changed to require more days per week/month of in-office work, the Company will provide employees and the union with not less than **45-30-days'** notice.

The Company agrees that the in-office requirement shall not exceed 3 days for the remainder of calendar year 2023. **[Modified Proposal]**

2-B. **Performance Reviews – Self-evaluations**. ~~employees may be required to complete a self-evaluation and may be required to provide suggested goals for the upcoming year as part of the performance review process, which shall not be relied upon for disciplinary purposes.~~ **[Withdraw Proposal]**

The Company maintains all its remaining proposals without modification.