

DOW JONES & COMPANY

PROPOSAL #8
(Select Issues)

September 29, 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. Wages

The Company proposes that the base Compensatory increase for all unit employees should be:

Effective July 1, 2023 – 3%

Effective July 1, 2024 – 3%

Effective July 1, 2025 – 3%

2. Job Security (Automation/AI) (responsive to Union Proposal XXIV(2-c) (#66)

The Company will agree that any layoffs that result from force reductions related to automation, including Artificial Intelligence systems, shall receive the same enhanced severance benefits as currently apply to layoffs caused by outsourcing. (4 extra weeks of severance pay, plus increased retraining allowance money and outplacement benefits).

3. Benefits/Health Insurance

A. Plan design change limits. The Company has revised the chart of plan design maximum levels. Plan design terms for 2024 will remain unchanged from 2023, except for those required by IRS regulations. Plan terms for 2025 and/or 2026 will not exceed the below maximums (see chart on separate page).

B. Premiums. The Premium table previously provided remains the Company's proposal, including zero percentage increases for individual coverage and a maximum of 0.5% for family coverage under the POS plan.

C. Parental Leave. The Union has indicated a willingness to accept the enhancement to Parental Leave as part of a complete package of benefits issues.

D. Bereavement Leave. The Union has indicated a willingness to accept the enhancement to Bereavement Leave as part of a complete package of benefits issues.

E. Doula benefits. The Company agrees to meet with the union to consider the details of providing a benefit for Doula services beginning in 2025.

F. Physical Fitness benefits. Same benefit as current.

4. Notice of Disciplinary Meetings. (union prop. XI(1) [#42]) – confirm that we have a T/A on this issue. The Company accepts the union’s request to retain the current language notifying employees that they are entitled to a union rep and the union’s contact information. Change to current agreement as follows:

** change meeting notice requirement from 3 hours to 2 hours.

** add that a meeting may be scheduled on 1 hour notice, provided that the Company shall notify the union via an acknowledged email or answered telephone not less than 1 hour before the meeting

** add a note that the parties may mutually **agree on an earlier meeting time**

** maintain exception for exigent or emergency circumstances, in which case the Company shall make good faith efforts to notify the union as soon as possible.

** add that the Company will provide the union with copies of disciplinary notices if a union rep attends a meeting.

Responses to other proposals included in Union Proposal #8:

-- Retirement Severance – Union prop. VII(2-b) (#30) – REJECT.

The Company maintains all its remaining proposals without modification.

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