

DOW JONES & COMPANY

PROPOSAL #9
(AI)

October 10, 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.

Artificial Intelligence:

1. The introduction of new AI technology will be subject to the current provisions of Article VI (G). [30-day notice, training requirements, etc.]
2. The voices of bargaining unit employees (from podcasts, voice recordings, video voice-overs, or otherwise) will not be used to create voicebanks or other structures that would allow an article to be read in any bargaining unit Employee's voice without the employee's specific consent.
3. In the event that automation or any new technology results in the elimination of any bargaining unit position, the Company shall pay four (4) additional weeks of severance pay in addition to existing severance and enhanced retraining and outplacement assistance benefits.

C:\Users\chapmank\Dropbox (Dow Jones)\Labor and Employment (Team)\IAPE\IAPE Negotiations\,2023 IAPE negotiations\Company Proposals\Company Proposal #9 (final).docx