

DOW JONES & COMPANY

PROPOSAL #15

February 29, 2024

Any union proposals not specifically addressed here are rejected except for items the parties have withdrawn and those on which the parties have previously reached tentative agreements.

2. Benefits

A. Holidays – [Union Prop. #32 (VIII(1))]. Add contract language that, to the extent that the Company grants the day-after-Thanksgiving as a company-wide paid holiday for employees in the United States, members of the bargaining unit shall be included in the paid holiday.

B. Medical Premiums. [Company Prop. 2.A; Union Prop. #44 (XII(1))] – Bargaining unit employees will enjoy a freeze of medical plan premiums for 2024. Beginning with plan year 2025, unit members will have the same premium structure as non-union employees as provided on the 2025-2026 schedule previously supplied to the union.

B-1. The Company will provide a lump sum payment to all unit employees who experience a medical premium increase in 2025 equal to one-half (50%) of the annualized amount of the premium increase in their current plan and category, not to exceed one-half of one percent of annual salary (0.50%). [Note – this proposal replaces the Company’s prior proposal of a 0.25% lump sum payment for 2024, which was triggered by the imposition of medical premium increases to unit members.]

4. Contract Administration & Miscellaneous Issues

Return-To-Office Sideletter Company 4-E (and Union Art XXIV(2-J) [#73]).

A. Delete current sideletter. The Company will provide not less than 30 days’ advance notice to the affected employees and to the union whenever there is a change to the in-office work expectations for any Department. [same proposal]

B. Withdraw March 31 date from prior proposal.

C. The Company will extend to the bargaining unit the recently announced option for employees to have four weeks per year (one per quarter) during which they will be permitted to work from their home office [not required to come into the office], to be scheduled with the permission of their manager. Bargaining unit employees will participate on the same basis as non-union employees. Details will be forthcoming.