

Media Matters



The Official Newsletter of The Independent Association of Publishers' Employees,
The Newspaper Guild/CWA Local 1096

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It's Official: Murdoch Takes Over

On December 14, 2007 News Corp. officially completed its takeover of Dow Jones & Company with just over 60% of the Dow Jones voting stock endorsing the News Corp. bid of \$60 a share.



Murdoch

On the heels of the announcement of the vote, News Corp. Chairman and CEO Rupert Murdoch appeared in the New York newsroom and pledged to set an even "higher bar" for Dow Jones, which he said "must be the pre-eminent source of financial information and comment in the world."

As News Corp. absorbs Dow Jones we can expect a number of changes to unfold in the months ahead — some subtle, some significant. But there are a couple of things that will remain constant.

Just as your individual commitment to quality will not change, IAPE's commitment to truly be YOUR union will not change. Each and every day, we will do everything necessary to defend your contract.

IAPE exists solely to defend your interests: your contract, your money, your benefits and your job.

The IAPE leadership takes that commitment seriously.

As always, if you need help with anything reach out to the union office at 609-275-6020 or drop us an e-mail at union@iape1096.org.

DJ Looks At Outsourcing Again

It sounds like Dow Jones is at it again: reviewing jobs to "benchmark our infrastructure services and identify any opportunities for improvement." This time the Dow Jones GTS management is working on what it calls an infrastructure Industry Assessment.

Roughly a hundred IAPE-represented Dow Jones employees have been informed that the company says it has received "mixed results" after comparing GTS-provided services against eight external suppliers. It says it'll now collect more detailed information in the Help Desk, Messaging, Network, Storage, Hosting, and Systems Management operational areas.

For the record, the Company says no final decision has been made on the fate of those positions — although a decision is expected by the end of the 1st Quarter of 2008, with any subsequent job cuts most likely taking effect

around June 2008.

It might sound a lot like what folks were told in a similar review a year and a half ago — and, understandably, the first fear we heard expressed from those who received the Company notice was that those jobs "are gone." It's too early to make that judgment.

But since the outsourcing of 2006, we've negotiated some new protections in the contract: If your job is outsourced you will receive an additional one month of severance pay and a retraining allowance of \$12,000 — on top of the other severance benefits guaranteed in the contract (posted at www.iape1096.org).

As always, if you have any concerns or questions, contact the IAPE office (609-275-6020) and talk to union organizer Tim Martell.



Details Of IAPE, Dow Jones Memorandum of Agreement

IAPE and Dow Jones signed a "Memorandum of Agreement" on November 22, 2007 that outlines the terms of the IAPE/Dow Jones contract ratified by the IAPE rank and file October 12, 2007 on a vote of 831 to 90, a turnout of better than 65% of the eligible voters and an "yes" vote of better than 90%.

The MOA has been posted at iape1096.org. The following are the highlights of the changes included in that MOA.

Wages:

Effective and retroactive to February 1, 2007, a 3% increase.

Effective February 1, 2008, a 3% increase.

Effective February 1, 2009, a 3% increase.

Minimum weekly increase:

Regardless of salary, the minimum increase will be \$24 @ week or \$1248 @ year.

Minimum Scales:

Minimum scales will increase by 50% of the compensatory increase.

The Wage Cap:

The wage cap, which reduced compensatory increases (currently set at 85% of the general wage hike for anyone earning \$117,052 or more a year) will be raised to \$130,000 for 2007 and will be eliminated beginning in 2008.

Shift Differential and Stand-by Pay:

Shift Differential:

Upon ratification:

\$82/\$70

February 1, 2008

\$82/\$72

February 1, 2009

\$85/\$75

Stand By Pay:

Upon ratification: \$160/\$150 (\$30/\$40 daily/weekend)

Premium Pay:

Working on a scheduled day-off will trigger a minimum 5 hours pay at time-and-a-half (up from the current 4 hours). Anything over 5 hours will be paid as 7 hours at time-and-a-half.

Outsourcing:

Any IAPE-represented employee who loses a job because of outsourcing will receive an additional 4 weeks' pay (on top of the severance package outlined in the contract). Lay-off related re-training allowances shall be increased to \$12,000 (from \$10,000) for those whose jobs have been eliminated through automation or because of outsourcing. Non-automation/non-outsourcing lay-off re-training allowances will be increased to \$3,500 (from \$2,500).

Sick Pay:

IAPE-represented full-time employees will receive "unlimited" or "honor based" sick time.

Vacations & Holidays:

Effective January 1, 2008, IAPE-represented employees will receive an accelerated vacation schedule (as posted at www.iape1096.org) along with 8 paid holidays and six "personal" days. Upon ratification, all IAPE represented employees shall be

granted two additional personal days to be used by the end of 2007.

Emergency Child Care:

The annual allowance for emergency back-up child care will be increased to \$600, with a maximum of \$120 @ day.

Annual Physicals and Adult Immunizations:

Coverage for annual physical exams for all IAPE-represented employees and family members along with all immunizations, including adult immunizations, will be provided. A Wellness/Disease Management Program will also be implemented.

Health Care Changes:

Premium increases (As posted at www.iape1096.org) Doctor's office visits for those with the Managed Care plan will continue to be paid at 100%, after a \$20 co-pay, but "many" in network services will be paid at a rate of 90% instead of 100%. Out-of-pocket maximums of \$2,000 for individuals and \$4,000 for families will be established.

Effective January 1, 2008, IAPE-represented employees who retire during the term of this contract will be required to pay base health care premiums of 7.25% in 2008, 9.5% in 2009 and 12% in 2010.

Prescription Drugs:

Establish retail drug co-pays of \$10 for generics, \$20 for (formulary) brand drugs and \$40 for (non-formulary) brand drugs. The co-pay for mail order (3

month supply) prescriptions will be double the co-pay for a retail purchase: generics \$20, formulary brand drugs \$40, non-formulary brand drugs \$80. Out of pocket maximums: \$1600 for individuals and \$3200 for families will be established.

Cost of Living Adjustment:

The Cost of Living Adjustment (COLA) shall adjust compensatory wage increases by the following formula: one-for-one protection for any annual average rate of inflation that meets or exceeds 3.25%, up to and including 3.5%. Any annual average rate of inflation above 3.5% will result in the compensatory increase being adjusted at the rate of two-to-one. COLA adjustments will be capped at 4%.

Retirement Benefits:

Employees hired after ratification (October 14, 2007) will not be eligible for any retiree health care benefits (medical or prescription drug) from Dow Jones.

Employees hired after ratification (October 14, 2007) will receive a smaller company contribution to their Money Purchase Plan (2% after 2 years, growing to 5% after 9 years).

The proposed contract maintains, unchanged, contract provisions that provide the current level of company matches and contributions to 401k and the Money Purchase Plan for IAPE-represented employees hired before October 14, 2007.



Four Issues Unite All Union Members

Editor's Note: The following is an IAPE Statement from Larry Cohen, president of our parent union, the Communications Workers of America.

such challenges from Dow Jones management over the years, but IAPE has always made a huge difference on all four issues. Last year's contract battle, and ownership change has been no exception.



Cohen

But it is important that all of us realize that our challenges are similar and that together as a united union we make a huge difference. All four of these issues are affected by organizing and legislative action not solely by our

bargaining strategies. Bargaining and organizing rights in the United States are more limited for our working families than for others working around the world in other democracies. Nearly all US employers fiercely oppose our bargaining rights and as a result with only seven per cent of the private sector US workforce with bargaining rights, down from 35% 30 years ago, it is much harder for any of us to bargain just contracts. Our health care, our jobs and our retirement are all affected not only by our bargaining power but also by a lack of legislation at the state and federal levels that protect our interests.

So the CWA triangle, with representation and bargaining as our base, but organizing and legislative action as the other two sides provides unity across all employers and industries within our union. I am confident that IAPE will continue to lead not only on these issues but in finding new ways to communicate with our members and deepen the value of union membership. I will continue to look forward to conversations with Steve and other IAPE leaders confident that I will learn about new strategies applicable to our union as a whole.

In solidarity -- Larry.

Four Issues That Unite Us All!

CWA's 700,000 working and retired members are diverse in many ways. Just like IAPE members, their occupations vary as do their demographics. But when it comes to working to save our jobs, improve our health care, preserve our retirement security and most importantly our bargaining rights, CWAers all face similar challenges.

IAPE members have faced

IAPE An Inspiration For TNG Members

Editor's Note: The following is an IAPE Statement from Linda Foley, president of The Newspaper Guild, our "sector" with-in our parent union, the Communications Workers of America.

you work to keep your union — your voice — strong and vibrant.



Foley

At The Newspaper Guild, the sector or division of CWA that includes IAPE, we are fighting against further media concentration by mobilizing against policies that would relax media ownership restrictions even more. As you know, we also assist members who want to investigate alternative ownership possibilities, as we did in the case of Dow Jones.

changes that would rob you of your lifestyle and your family's security. At IAPE and at scores of media companies throughout North America, the Guild fights every day to ensure that contract protections, wages and benefits are maintained and secure.

IAPE members have provided inspiration for all of those struggles across the Guild. Your success in organizing MarketWatch and Harborside, even as you fought for a quality contract, was remarkable. Your efforts, highlighted by a national "stay out" made the news pages all over the country, drawing attention to what was one of the most successful job actions in the 74-year history of the

Guild.

The Guild isn't a set of offices in Washington, D.C.; we are 30,000 talented journalists, sales staff and other media workers throughout North America. You have seen how membership mobilization can win a contract. Now we need to build on your successes and the successes of other Guild locals by committing the time and resources it takes to help locals mobilize and involve members at the grassroots at every Guild local so our union can become a stronger voice for news, advertising and customer service professionals both in the workplace and the community.

I don't have to tell IAPE members about the upheaval underway in the media business. Technology is changing our work at warp speed. Owners, such as the Bancroft family, who used to seem like timeless fortifications against an onslaught of corporate concentration, have ceded the industry to voraciously aggressive media moguls such as Rupert Murdoch.

That's why it's critical that

But most important, your union is your protection against



2008 Brings First TNG Election In More Than A Decade

**By Steve Yount
IAPE President**

For the first time in more than a decade, there's a contested race for the top leadership positions in The Newspaper Guild, one of IAPE's two "parent unions."

Guild president Linda Foley is running for reelection and is being challenged by her former running mate, current Guild Secretary-Treasurer Bernie Lunzer. Each has fielded a slate of candidates

for the offices of Secretary-Treasurer and International Chair and each is mobilizing supporters across the country.

Since IAPE joined the Communications Workers of America in October 1996, and then became a member of The Newspaper Guild a year later as the Guild merged with the CWA, we've played a limited role in the politics of either TNG or CWA. That's expected to change over the next few months as the

national campaigns reach out to IAPE.

The election will be conducted among the nearly 30,000 rank-and-file members of The Newspaper Guild with balloting in the spring of 2008, with the specific rules to be formulated by a TNG election committee, to be selected at TNG's Sector Conference in February. The winners will be determined and seated before the CWA convention convenes in late June of 2008.

In the past decade IAPE has received a good deal of support — both financial and technical — from both The Newspaper Guild and the CWA. IAPE is a stronger union because of members' efforts and commitment — and the

efforts and the commitment of the current leadership at the Guild and the CWA. The leadership of our parent unions have played a significant role in the progress IAPE has made.

Internal political debates and heated elections have a tendency to become messy and distracting affairs, but no matter what else might happen over the next few months, IAPE's mission will not change. IAPE exists solely to defend and advance your interests: to fight for your money, your job and your benefits.

The role that IAPE plays in the upcoming TNG election will have to be true to that mission.



Candidates for TNG President square off in a recent debate in Chicago, IL.

IAPE Financial Report

IAPE continues to rebuild its finances and restore the reserves, which fell to a low of \$370,576 at the end of fiscal year 2005 -- down from \$607,203 at the end of 2001.

As of October 31, 2007 IAPE assets consisted of \$208,401 in US Treasury Notes, \$20,992 in Open End Mutual Funds, \$97,341 in a Business Money Market account at Sovereign Bank, \$229,843 in a Wachovia Money Market Savings Account, \$20,000 in checking and 55 shares of Dow Jones valued at \$3,300.

Current IAPE reserves are an estimated \$579,877, up from \$447,099 at the close of fiscal year 2006.

The current fiscal year 2008 budget projects a surplus of \$110,940 after an estimated fiscal year 2007 surplus of \$90,000.

The annual audit of IAPE finances is now underway and the final figures will be posted online as soon as they're received.

The fiscal year 2008 budget (see page 6) was adopted by the IAPE Board of Directors on September 15, 2007.

Stipends To Be Eliminated

The IAPE Board of Directors voted at its November 11, 2006 meeting to eliminate stipends for union officers, rejecting a Compensation Committee recommendation that stipends be revoked for the president but continued for the union vice-president, treasurer and secretary and be expanded to include selected Committee Chairs and members of the Executive Council.

In spite of the Board's rejection of the report and the vote to end stipends, the budget for fiscal year 2008 contains a line item for "Payroll/Officers" with an allocation of \$11,076.

Here's the explanation: The Board agreed that since current officers ran with the expectation of receiving stipends they should be given the option of continuing to receive the payments through the end of the

current term (December 1, 2008.) The Treasurer opted to continue receiving a \$400 @ month stipend, the vice-president opted for a \$250 @ month stipend (the amount recommended by the rejected Compensation Committee report) and the Secretary opted for no stipend at all.

The \$400 @ month stipend for the union president was revoked effective December 1, 2007 and replaced with a "lost income" provision. The president receives a monthly payment equal to the supplemental income (regular overtime, shift differential, stand-by pay, etc.) that is lost when the president leaves his/her regular Dow Jones job to serve full time as IAPE president, capped at \$400 @ month. In this case the "lost income" represents shift differential and totals \$273 @ month.



IAPE Board Highlights, Next Meeting In April

The IAPE Board of Directors met in Princeton on Saturday, September 15, 2007 with 22 of the 31 current Board members in attendance.

The Board approved the nomination of Siobhan Hughes as a Location Director from Washington, replacing Rebecca Christie who resigned her seat on the Board as she left Dow Jones.

The Board heard reports from IAPE president Steve Yount, IAPE vice-president Tom Lauricella and IAPE treasurer Olivia James and received the report from Finance Committee Chair Leilani Fallon before moving to executive session for an extended discussion of the state of contract bargaining.

In open session the Board voted

15 to 6 to submit the proposed IAPE Dow Jones contract to the membership with a recommendation that it be ratified.

There were two other “action items” submitted for Board consideration. The first adopted the fiscal year 2008 IAPE budget, as proposed by the Finance Committee. The second authorized a one-person

delegation to both the February 2008 sector meeting of the Newspaper Guild and the July 2008 annual convention of the CWA.

The next meeting of the IAPE Board of Directors is tentatively scheduled for Saturday, April 19, 2008.

President’s Report To Union Board Of Directors

Editor’s Note: The following is the President’s Report delivered by IAPE president Steve Yount at the September 15, 2007 meeting of the IAPE Board Of Directors.

Obviously, most of our attention since the last time we got together in May of 2007, has been spent on contract bargaining and mobilization — all while trying to head off a News Corp take over of Dow Jones: an effort, in case you missed the news, that fell just short of the mark as News Corp closed the deal with a last minute deal to pay the legal fees of the Bancrofts.

We’ll spend the bulk of this meeting talking about the bargaining and the company’s offer of September 4th, but even before we begin that discussion — and regardless of how it comes out — we all owe a debt of gratitude to the bargaining committee. Jim Browning, Mark Melaccio, Vanessa Furhman, Tim Martell, Bruce Nelson and Lowell Peterson contributed countless hours to defending the interest of their colleagues. We all owe them our thanks.

The same is true for those involved in mobilization. From

Alex Frangos, spearheading mobilization in New York and coordinating activities in news bureaus across the country, to the premium pay efforts led by Tom Burton and his Chicago-based team to Pat Crowley, Phil Chan, Jena Clark, Mark Trebing and Tess Stynes in South Brunswick to Rita Graves and the new willingness by some long-suffering employees in Irving, Texas to stand-up for their rights to win some real improvements in working conditions.

These people — and scores of others all across the country — invested their time and made a difference. I will forever appreciate their effort and commitment.

Our efforts at union-building need to continue . . . or more specifically, our efforts at IAPE-building need to continue. This union exists solely to defend and advance the interests of the membership. There is no other justification for IAPE — or any



Yount

union.

Life as part of News Corp is going to be different than life as part of a stand-alone Dow Jones & Company. IAPE is going to be the only vehicle employees will have to defend their rights under the contract and continue the struggle to make this a better place to work.

“Making this a better place to work” has been an increasingly more difficult job with each subsequent year over the past decade and I expect it won’t become any easier in the years ahead. But that doesn’t change the fact that we have to make the effort.

I don’t believe there’s anyone who is pleased with the Company’s final offer. Almost everyone agrees that this package — regardless of the fact it’s better than anyone else is getting in the newspaper industry — is less than we were fighting for — and far less than what the members deserve. But this is what is on the table. This is what our efforts at mobilization, organizing and action have produced. The lesson we must learn is that if we want more — we’re going to have to do more.

Once this contract battle is over — whenever that day comes — those who remain active in IAPE will need to turn our attention to organizing the remaining unrepresented locations of the old Dow Jones and begin mobilizing for the contract talks of 2010.

We need to renew our MarketWatch efforts and begin reaching out to our colleagues in Chicopee. We need to fully integrate Harborside and make a concerted effort to defend their contract rights. We must continue the efforts to convince reporters who work on their day off to file for premium pay — every time. We must press the case for reporter overtime.

We need strengthen our network of stewards, address the disparity in the Dow Jones treatment of women and reach out to the Asians, Indians and African-Americans who are not involved in this union.

None of this is going to be easy — and we’re not going to get all that we go after — but it still has to be done. And it’s our job to do it.

IAPPE Budget: Fiscal Year 2008



Category	Budget FY 2008	Budget FY 2007	FY 2008 Explanation
CWA Dues	\$260,000.00	\$262,800.00	40% of IAPPE dues collected plus .50 per member per month, as provided by CWA merger agreement.
Rent	\$16,407.00	\$23,801.64	New office: \$1357 @ mth Oct-Time. \$1398 @ mth July-Sept.
Common Fees (ofPee)	\$6,701.76	\$381.44	\$58.48 @ mth for office related (common charges) taxes, trash, elevators etc in the Schalks Cross Road office
Insurance (ofPee)	\$1,290.00	\$465.00	Based on actual 007 payment
Utilities	\$2,100.00	\$2,400.00	Based on current average of \$175 @ month
Phone (ofPee)	\$2,400.00	\$3,600.00	Phone service for new office, both basic service & long distance, roughly \$200 a month. DS
Phone (cell)	\$1,850.00	\$2,040.00	Cell phone service for union organizer and union president.
Equipment Rental	\$4,125.48	\$3,840.00	\$343.79 @ mth for office copier
Legal	\$12,000.00	\$16,800.00	Retainer (and additional hourly work) for Meyer, Suzzo, English & Klein.
Payroll (full time)	\$72,636.10	\$69,177.24	Full-Time staff salary, reflecting 5% increase
Payroll (part-time)	\$30,357.80	\$29,473.60	Staff assistant (25 hours @ week at 18.29 @ hour) Book-keeper (6 hours @ week at 21.52 @ hour.) Hourly rates reflecting 3% increase, effective October 1, 2007.
Payroll (officers)	\$11,076.00	\$19,200.00	\$923 @ mth officer stipends. Treas \$400. Sec \$0. VP \$250. Pres (differentia /OT replacement) \$273
Payroll processing fees	\$1,800.00	\$2,028.00	Switch from ADP to Paychex services at an estimated \$150 @ month
Payroll Taxes	\$10,964.81	\$11,384.39	Roughly 9.6% of payroll
Insurance (workm comp)	\$745.00	\$1,000.00	Annual payment for Workman's Comp policy
Ben&P's	\$26,587.76	\$25,982.16	Based on actual 007 average of \$2028 @ month, plus 3.5%. Includes year-end bonuses for Organizer (\$1000) Bookkeeper (\$200) and Staff Assistant (\$200)
Annual Audit	\$4,600.00	\$4,600.00	Based on actual cost of audit for FY-07. To be paid in one lump sum in February
Fixed Expenses (Total)	\$465,641.71	\$479,173.47	
Docked Pay	\$2,200.00	\$6,600.00	Stand-by funding, eight Union days @ year @ \$275 @ day.
Subscriptions	\$450.00	\$450.00	Annual subscriptions for O Labor Notes & O Stewards Update. O Quantities reduced from earlier levels.
Training	\$3,000.00	\$3,000.00	Stand-by funding for CWA/TNG training, such as new-officers-courses, steward training, grievance/arbitration etc.
Office Supplies	\$1,536.00	\$1,800.00	Based on actual 007 average of \$128 @ month
Postage	\$1,632.00	\$1,020.00	Based on actual 007 average of \$136 @ month
Communications	\$2,400.00	\$2,400.00	Website/Internet maintenance, support and equipment. Includes internet service, previously listed under office phone. Newsletter and non-mobilization printing.
Committees	\$1,200.00	\$1,200.00	Conference call expenses (primarily Executive Council)
Board Meetings	\$12,000.00	\$12,000.00	Two IAPPE Board of Directors meetings at \$6,000 each.
Conventions	\$5,100.00	\$5,100.00	CWA convention (summer 08 in Las Vegas), TNG Sector meeting (February 08 Providence RI) along with stand-by funding for selected TNG and CWA district meetings.
Mobilization	\$7,200.00	\$12,000.00	Stand-by funding, mobilization, membership meetings & travel @ \$600 @ mth
Organizing	\$3,600.00	\$6,000.00	Stand-by funding, organizing efforts for new locations
Bargaining	\$20,000.00	\$30,000.00	Stand-by funding, Dow Jones bargaining, Pactiva changes, new location representation expenses.
Arbitration	\$3,600.00	\$3,600.00	Stand-by funding for travel and miscellaneous expenses
Elections	\$8,000.00	\$6,500.00	Estimated cost of 008 Officers/Board election based on 015 expenses
Service Charges	\$0.00	\$40.00	No dues refund planned for 08
Dues Refund	\$0.00	\$3,240.00	Stand-by for non-budgeted incidentals
Miscellaneous	\$500.00	\$0.00	
Variable Expenses (Total)	\$72,418.00	\$94,950.00	
Total Expenses	\$538,059.71	\$574,123.47	
Total (dues) Income	\$624,000.00	\$632,000.00	Based on current total dues: average of \$13.51 per member per paycheck. FY-08 projection would reflect a net loss of 100 members. Budgeted as \$52,000 @ month.
Dividends & Interest	\$15,000.00	\$8,000.00	Interest on T-Notes, Mutual Funds and Sweep Account
Miscellaneous Income	\$10,000.00	\$25,000.00	Stand-by in case DJ bargaining/mobilization expenses continue. Rough estimate of remainder of 2007 TNG/CWA reimbursement pledge.
TNG/CWA Reimbursement	\$649,000.00	\$665,000.00	
Total Income	\$110,940.29	\$90,876.53	
Operating Balance/Surplus			