



Welcome to ...

# IAPE

Whether you're a Dow Jones, Factiva or MarketWatch employee, we're glad to have you as a member.

IAPE is a union that has been run by and for the employees of Dow Jones for over 65 years. Our elected officers are your co-workers — full-time employees who give their time.

IAPE represents some 2,000 employees in over 50 locations throughout the U.S. and Canada. Our members hold a wide range of jobs — from reporters to computer technicians and programmers, from ad salespeople to staff assistants.

Together we help publish and distribute the print and online versions of The Wall Street Journal, Barron's, and SmartMoney. Our members also work at Dow Jones NewsWires, MarketWatch and Factiva.

The salary and benefits you enjoy are guaranteed to you through your IAPE contract. These benefits, including health insurance, retirement benefits, vacation days, and severance pay, have been fought for and won over the years through the collective bargaining process. Annual raises and other pay are also governed by the contract.

Since 1996 IAPE has been affiliated with The Newspaper Guild and the Communications Workers of America. TNG and CWA provide us with important legal and other resources to help IAPE defend your rights under our contract.

***It's your union!***  
***It's your money!***

***Your Voice in the Workplace  
at Dow Jones, Factiva  
and MarketWatch***

#### **Who runs IAPE?**

The members do. IAPE's leadership is determined by elections held every three years, when members choose officers and about two dozen board members.

#### **Who are my contacts at IAPE?**

In most cases, IAPE members have two or three elected representatives. The first is a location director responsible for all members at a given job location.

In addition, every member can also reach out to an IAPE representative dedicated to one of seven different job types, including news, technology and circulation.

Of course, you can always contact the main IAPE office or any other officers with any questions, ideas or concerns. We want to hear from you!

#### **Can I get involved?**

IAPE's lifeblood is volunteers. In addition to elected officials we're constantly looking for volunteers to pitch in on projects that run a wide range of topics, from benefits and organizing to bargaining and union finances.

#### **How are dues paid?**

Most members choose to have dues deducted automatically from their paychecks, for convenience. To do so, you must fill out a separate form that authorizes Dow Jones or Factiva to make those deductions.

#### **What if I have a problem at my job?**

That's what IAPE is here for. In addition to negotiating our contract, the union's role is to

## **The Independent Association Of Publishers' Employees**

**The Newspaper Guild  
Communications Workers of America  
Local 1096**

help our members if they run into problems on the job — whether it's a problem with their boss, benefits or workplace safety.

We feel it's better to be safe than sorry. If you think you might need help with something, give us a call or send an email. Someone will get back to you as quickly as possible to answer your questions and concerns. You may be asked to fill out an Assistance Request Form, which helps IAPE keep track of members needing assistance.

Every IAPE member has certain protections under the contract. Management must follow certain policies and procedures regarding the treatment of IAPE members, especially when it comes to disciplinary matters.

Most importantly: you have the right to bring an IAPE representative with you to any meeting at which discipline may be discussed. You don't have to go it alone!

#### **Can IAPE take action on my behalf?**

Absolutely. If Dow Jones or Factiva fails to follow the contract, we can file what's known as a grievance within 45 days of the contract violation. If IAPE and Dow Jones can't resolve the grievance, we can resolve the issue in arbitration before an independent third party.

#### **What if I have other questions?**

First check the IAPE Web site at **[www.IAPE1096.org](http://www.IAPE1096.org)** for contract info, the latest news and contacts. If your question isn't answered there, call or email any union official.

**[www.iape1096.org](http://www.iape1096.org)**

**800-325-IAPE**

**For additional information email IAPE at  
[union@iape1096.org](mailto:union@iape1096.org)**