

BARGAINING PROPOSALS, as revised August 15, 2007

1. PAY

Primary Proposal:

Compensatory wage increases that will surpass inflation:

4.5% (2007), 4.5% ('08) 4.5% ('09) 4.5% ('10) 4.5% ('11)

Additional Proposals:

Scales:

Scales will increase by 75% of the compensatory increase in 2007, by 80% in '08, by 90% in '09, and by 95% in '10 and by 100% in '11. Employees will receive the larger of the either the scales increase or compensatory increase.

Minimum increase:

Each year, each full time employee will receive an increase of at least \$35 a week.

COLA

For purposes of calculating the cost of living adjustment, as described in Article IV, Section D, the following approach shall be used: the monthly changes in the Consumer Price Index for all Urban Consumers (CPI-U), as measured in percentages, during a contract year shall be totaled and that sum shall be divided by 12. the result shall be the annual CPI-U change for that contract year.

We are prepared to accept this modification to COLA, or a similar modification, in exchange for the staged elimination of the cap and the changes in shift differentials and standby pay as indicated. We are not prepared to accept a change such as you have proposed, whose practical result is to render the COLA virtually useless. If you are interested only in eliminating the COLA, we should discuss that as part of compensatory increase.

Shift Differential and Standby Pay

Both shift differential and stand-by pay shall be paid as an additional percentage of an individual employee's regular salary.

Shift Differential:

retro to 02/07:	\$82/\$70
02/08:	\$82/\$72
02/09:	\$85/\$75
02/10:	\$87.50/\$77.50
02/11:	\$90/\$80

Stand-by

02/07:	\$152/\$160	\$30/\$40
02/08:	\$158/\$165	\$35/\$45
02/09:	\$164/\$172	\$36/\$47
02/10:	15% w/\$165 min./15% w/\$175 min daily rate: pro-rata w/\$45 min/min \$60	
02/11:	15% w/\$165 min./ 15% w/\$175 min daily rate: pro-rata w/\$55 min/min \$75	

Salary cap:

02/07: \$135,000

02/08: cap rescinded

Premium pay:

AS OUTLINED IN TENTATIVE AGREEMENT

Delayed payments:

Withdrawn

Sales Commissions:

The company will maintain a consistent ratio of

Advertising Coordinators and sales reps with at least one Advertising Coordinator for every three sales reps in a given office.

All sales incentive/commission plans shall include a pool (.005 of the total sales commissions paid) to be paid to Advertising Coordinators.

Travel reimbursement:

Withdrawn

Disability payments:

WITHDRAWN AS PART OF TENTATIVE AGREEMENT

Extra payments:

All “additional work” or “special articles” (duties not included in the current job description, such as weekly columns for the Weekend Journal, articles for special sections, Sunday Journal articles, podcasts, webcasts, blogging, television appearances, radio appearances, **video camera work** and photos) will be paid at rates whose minimum levels will be set through negotiations between IAPE and Dow Jones and added to an employee’s base pay for purposes of calculating compensatory wage increases. The payments themselves will increase at the same rate as the compensatory increase.

Merit Pay:

Withdrawn

2. BENEFITS

Primary Proposals:

Healthcare:

Premiums: See attached schedule.

Drug costs: See attached schedule.

Proposals on Formulary (offered June 27):

Put a maximum out-of-pocket ceiling on drug expenditures. \$750 per individual and \$1,500 per family, per year

Changes in the formulary should be made in order to add new drugs and reflect the move of other drugs off-patent. The formulary can not be changed to increase the prices of drugs for which new, true generic equivalents aren't available.

Managed care and retiree benefits would remain unchanged from 2007 levels.

Retirees: We would need an explicit undertaking that retirees would retain benefits at negotiated terms, after retiring.

Eligibility for retiree benefits would be based on the rule of 80, not the rule of 90.

Disease Management and other new approaches to healthcare costs:

We remain committed to pursuing healthcare solutions that involve more than just shifting of costs to employees. We have submitted a separate list of nine proposals.

Preventive Care: We tentatively accept the proposal to cover annual physicals and all immunizations for employees and families – pending details.

In addition, we continue propose: Fuller coverage for glasses/frames/contact lenses, and addition of such coverage in plans where it doesn't exist.

PPO/POS:

We will accept a shift to the POS with this proviso: If at any point the POS II no longer includes 95% of the providers included in the PPO, the PPO will be offered to IAPE-represented employees as a possible alternative to the POS network, at no extra cost to the employee.

Additional Proposals:

401(k)/Money Purchase Retirement Plan:

Retain current Money Purchase Retirement Plan and 401(k) terms.

Education Reimbursement

Reimbursement should be extended to preparation for relevant certificate awards, such as the CFA.

Maternity/Paternity Leave:

Reflecting the evolving workplace environment, we propose improving the maternity/paternity benefit to include the following. Where applicable, this would come in addition to existing benefits, rather than in place of them.

(c) Maternity leave at least **equal to** the employee's permitted vacation time, with pay (in addition to the normal vacation time) and at least an additional one year without pay shall be granted upon request (although the employee would have the option of taking less time if she chose). No employee shall be required to take a leave of absence, nor shall an employee's job duties or working conditions be altered without her consent, on account of pregnancy; nor shall there be any penalty for pregnancy. A pregnant employee, upon her request, shall be permitted to transfer from a job or working conditions that the employee believes may be hazardous to herself or the fetus during pregnancy without reduction in pay or impairment of benefits. The beginning and end of leave shall be at the discretion of the employee. An employee returning from unpaid leave shall be reinstated in her job at the salary she would have received had her employment with the Employer been continuous. An employee returning from leave, paid or unpaid, shall be reinstated in her job with full credit toward severance pay accrual, experience rating, and reinstated in her job with full credit toward severance pay accrual, experience rating, and other length of service benefits. An employee, at the expiration of maternity leave, electing not to return to work shall receive severance pay in accordance with the schedule in Article VIII.

(d) Paternity leave at least **equal to** the employee's permitted vacation time, with pay (in addition to the normal vacation time) and at least an additional one year without pay shall be granted upon request (although the

employee would have the option of taking less time if he chose). The beginning and end of leave shall be at the discretion of the employee. An employee returning from unpaid leave shall be reinstated in his job at the salary he would have received had his employment with the Employer been continuous. An employee returning from leave, paid or unpaid, shall be reinstated in his job with full credit toward severance pay accrual, experience rating, and other length of service benefits. An employee, at the expiration of paternity leave, electing not to return to work shall receive severance pay in accordance with the schedule in Article VIII.

(e) The provisions of this Section 5 of Article XV apply equally to natural and adoptive parents.

(f) The employee shall be permitted to have his or her work time reduced by up to at least 50 percent, in a manner and for a period determined by the employee, for a period up to at least one year, after the addition of a child to the employee's household or upon return from maternity or paternity leave, paid or unpaid.

Child care:

In cities where Bright Horizons is available, Dow Jones will purchase access for employees who desire access, permitting employees to use the facility at their own expense. In places where Bright Horizons isn't conveniently available at a nearby location, and where other, similar programs are available to Dow Jones at similar costs, it will obtain access for employees to them. Another organization we could consider is called Work Options Group.

Emergency Child Care. AGREED AT PREVIOUS MEETING: The Company will provide emergency child care to allow an employee to come to work when his or her regular care provider is not available. Reimbursement will be made of the actual expense up to \$120 per day to a maximum of \$600 per year.

Part Timers:

Regular part-timers and employees working part-time after child-care leave would be placed on an equal footing with one another. They would

have access to the same benefits as full-time employees. These benefits would include:

- Access to health coverage for family members using pre-tax dollars.
- Dental insurance.
- Company physical fitness plan.
- Emergency back-up child care.
- Med\$pend program.
- Matching gifts program.
- Volunteer support.
- Paid sick days/bereavement leave.
- Provide equal vacation time, available after the same amounts of service, to full and part-timers (with the understanding that each vacation week for part-timers is equivalent to their average work weeks).
- Include prescription drugs in the PPO coverage for regular part-time employees.
- Group life insurance.
- Company-paid disability benefits.

(Please note that insurance and disability benefits are based on pay. Thus, those benefits are automatically lower for an employee who works part-time than for someone working full-time.)

3. WORKING CONDITIONS

Primary Proposals:

Outsourcing: See Tentative Agreement

Additional Proposals:

Retraining allowances: See Tentative Agreement

Shift selection: Withdrawn under Tentative Agreement

Working outside classifications: Withdrawn Under Tentative Agreement

Book Deals: Withdrawn Under Tentative Agreement

Dress Code: RESOLVED OUTSIDE CONTRACT NEGOTIATIONS

Arbitration Language: We accept management’s latest proposal on written notification and use of AAA and other arbitrators.

Smoking Policy: We are prepared to discuss a change in the smoking policy aimed at putting smoking areas in places that do not subject non-smokers to secondary smoke. We also are prepared to discuss a smoking-cessation program for Dow Jones, although that may be covered as part of the disease management proposal. And we are prepared to listen to any other management proposals.

Classification Issues:

IAPE may wish to raise certain classification issues, and if so we will bring them up during the course of bargaining.

We reserve the right to move classification issues from the Classification Committee to the bargaining table.

4. Harborside

The addition of Harborside to the bargaining unit may create the need for some changes in contract language, and we reserve the right to add Harborside-related proposals later, once we learn more about that new part of the bargaining unit.

ADDENDUM TO IAPE PROPOSALS

Adjustments to Dow Jones Contract, to Make it Consistent with Recent Changes at Factiva

Vacations:

Increase earned vacation weeks by one across the board. New hires will receive three weeks, three years service will earn four weeks, six years will earn five weeks and those with 15 years service will receive six weeks.

One week of unused vacation time can be carried over from one calendar year to the next, at the employee’s discretion.

Lift the current dollar limits on vacation “buy-backs.”

Holidays:

The day after Thanksgiving will be added to the existing list of holidays recognized by Dow Jones. One similar holiday will be added to the holiday schedule for Canadian employees.

Personal days:

Two additional “personal days” will be added to the current four floaters now provided in the contract. Amend the Canadian provisions to bring them in line with the US provisions.

Sick days:

We have suggested dealing with sick days by adopting the system already in place at Factiva, which makes issues such as the San Francisco ordinance irrelevant. The sudden emergence of this San Francisco issue shows why the Factiva approach is cleaner.

The current system of six sick days per employee per year (with the right to carry over four unused sick days into the next year) will be replaced with a system where sick days are neither counted nor banked.

The Company may require medical documentation upon a “reasonable belief” of abuse, (a contention that the Union has every right to challenge through the grievance procedure.)

END