

Media Matters



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The Newspaper Guild/CWA Local 1096

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Bancrofts Consider Murdoch Bid

After almost a month of publicly saying it's not interested in the Rupert Murdoch News Corp. \$5 billion offer for Dow Jones & Company, the Bancroft Family announced May 31, 2007 that it is willing to meet with Murdock to discuss their options.

IAPE is still opposed to any such sale and has issued the following statement:

While we understand the Bancroft family may have an obligation to hear out potential opportunities, we urge them to stand firm and maintain their principled stand to maintain the integrity of The Wall Street Journal and all Dow Jones publications. We don't believe the promises Mr. Murdoch has made can be trusted. Dow Jones must remain an independent company if it is to prosper both as business and a journalistic enterprise. As the organization that represents over 2,000 Dow Jones employees, IAPE will do everything in its power to



Stormy Days Ahead? Rupert Murdoch arrives at a meeting with Dow Jones representatives in Midtown Manhattan Monday, June 4.

make sure that Dow Jones remains the independent, trusted source of information that has made it a success for over a century."

Ever Wonder About Working For Rupert?

Editor's Note: As we all know, there's been a great deal of discussion lately over the \$5 billion bid News Corp. has made for Dow Jones & Company.

IAPE has campaigned long and hard against any such sale, reflecting an overwhelming concern among members about the effect a News Corp. takeover would mean to the current journalistic standards at Dow Jones and the fate of their individual jobs.

Among those who have shared their concerns is Washington-based Wall Street Journal reporter Bobby Block.

I encourage everybody who is the least bit concerned by the possible Murdoch buyout to listen to NPR's All Things Considered piece from Friday,

June 1, 2007, "What Would New Ownership Mean for the Journal?" by David Folkenflick.

Of particular interest are the comments of Andrew Neil, the former editor of The Sunday Times of London, a once great British Newspaper with a long history of outstanding investigative reporting. Already the most influential Sunday paper in the UK when Murdoch bought it in 1981, Neil was installed by Murdoch two years later to "widen the appeal" of the paper, which meant dumbing it down with stories about royalty, front-page articles about soap opera stars, bingo scratch offs and vacation give aways. Over time, facts became interchangeable with half-truths and innuendo. Great journalistic traditions

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IAPE Directors Meet, Mull Issues In Princeton

The IAPE Board of Directors met Saturday May 19, 2007 in Princeton, New Jersey with 21 of the 32 directors on hand.

In addition to receiving, reviewing and discussing committee reports on Finance, Bargaining, Grievance, Organizing and Labor-Management, the Board heard updates from each of the officers and took action on two agenda items before going into executive session to discuss contract bargaining and mobilization efforts.

The committee reports are published elsewhere in this edition of "Media Matters," as is the President's Report.

As for the two action items:

The Board approved sending a two-person delegation to the Sector Conference of The Newspaper Guild and the annual convention of the Communications Workers of America, both being held in mid-July in Toronto, Canada. The delegation was expanded from last year's one-person delegation so that the IAPE Treasurer can attend CWA workshops on financial record keeping/reporting and diversity.

The Board also approved a contribution of \$500 a month (through the next Board meeting, tentatively scheduled

for September) to the CWA Adopt-A-Family program, an effort to assist employees at the Toledo Blade newspaper, who have been locked-out in a labor dispute since August 2006.

Two days after the Board vote came the news that the dispute in Toledo has been resolved and IAPE's contributions, while appreciated, were no longer needed.

IAPE's participation has also

been requested in the TNG organizing effort at the Los Angeles Times. TNG is trying to replicate IAPE's success in the Marketwatch and Harborside efforts by reaching out to the Los Angeles Times with a concerted effort to win union recognition in the LAT newsroom. A number of IAPE members have already volunteered to assist in the effort, but if you know anyone at the Los Angeles Times, your help is needed as well.

IAPE Success At H'Side

IAPE has completed its latest organizing effort with stunning results. The Dow Jones employees at Harborside in Jersey City, New Jersey have exercised their rights under the "card check" provision of the contract and have joined IAPE.

IAPE officially claimed Harborside at the end of March, 2007, submitting more than 140 signed union representation cards from eligible employees -- a total well above the simple majority required under the contract. It was a remarkable drive that involved the persistent efforts of scores of IAPE-represented Dow Jones employees across the company and, more importantly, the internal effort by Harborside employees who wanted to bring IAPE to the location -- in many cases going

desk-to-desk signing-up colleagues in spite of a very real fear of management retaliation.

There are now more than a dozen new Stewards at Harborside and two new Location Directors, Bob Kozma and Stephen Nakrosis, who were elected from a field of four candidates in a special election held in May.

The Harborside campaign adds another 220 members to the rolls of IAPE and "unionizes" what had been the largest non-represented Dow Jones location in North America.

The Harborside victory follows the Marketwatch organizing victories of 2005 in Boston, Chicago and Los Angeles and the 2006 victories in Washington and San Francisco.



Location, Location After 10 years next to the Princeton Junction train station, the IAPE office has moved to a new complex of office and retail space in "downtown" Plainsboro, New Jersey.

IAPE Moves Closer To DJ

There's a new address and new set of contact numbers for the office.

After 10 years at Washington Park in Princeton Junction, New Jersey the IAPE office has moved to 5 Schalks Crossing Road, Suite 220 in Plainsboro, New Jersey.

We are now located just about a mile from the South Brunswick campus of Dow

Jones in a new complex that is better suited to our needs and will actually save us money while providing a significant upgrade in the surroundings. If you'd like to take a look (or help us unpack,) give us a call and swing by.

The new general phone number for the IAPE office is 609-275-6020. The new fax number is 609-275-6023.



A Stock Sale, An Asset Sale, And What They Mean To You

The potential sale of Dow Jones to the News Corporation raises a number of questions regarding how such a sale might affect IAPE members, their contract and their bargaining rights. Newspaper Guild staff member Marian Needham gave a brief presentation at the May Board of Directors meeting addressing some of those questions. Her comments, summarized here, were derived from a legal memorandum prepared by the offices of Barr & Camens, general counsel to The Newspaper Guild-CWA.

Many members of The Newspaper Guild-CWA have experienced sales of their newspapers over the past decade, and one thing has become apparent with all those sales: each presents a unique situation and there are no 'one-size-fits all' solutions to the questions that are raised in the wake of a sale. That said, the Guild's attorneys have provided very useful guidelines and principles for understanding the legal framework governing corporate sales.

A stock sale occurs when the corporate stock and corporate name are sold. Following a stock sale, the original corporation continues to exist, simply with new stock owners. By contrast, an asset sale does not involve the sale of stock, but rather, physical and non-physical property such as real estate, equipment, inventory, trade names, customer lists and goodwill. The parties to a commercial sales transaction may structure the sale as either an asset sale or a stock sale and the structure of the sale can create substantially different

implications for employees.

In a stock sale, such as the one proposed by News Corp. to Dow Jones, the purchaser will likely be deemed a continuation of the same entity as the seller. If operations are not dramatically changed, the purchasing employer is subject to the same bargaining and contractual obligations as applied to the seller. That means that the purchaser must adhere to the terms of any collective bargaining agreement between the parties and negotiate before instituting any changes in working conditions.

Conversely, in an asset sale, the purchasing employer is not bound by the terms of the collective bargaining agreement nor is the purchaser required to hire the employees of the seller. In most asset sale

situations, the purchasing employer is required to recognize and bargain with the union but it is free to set the initial post-sale terms and conditions of employment and use those new terms as the baseline from which to begin negotiations with the union.

Regardless of whether the sale is structured as an asset sale or a stock sale, the selling employer is legally obligated to provide the union with advance notice of the sale. While the law does not specify the amount of notice the union must be given, the timeframe must be sufficient to allow for "meaningful negotiations" over the effect the sale will have on the terms and conditions of employment.

So what does all this mean for IAPE members who face the prospect of a sale while

working under an expired contract?

If the sale is a stock sale, as was proposed by News Corp., the terms of the expired contract would remain in place until a new agreement is negotiated and ratified by the members, or the parties reach a good faith impasse in those negotiations. Just like the current owner, the new owner would be legally obligated to negotiate with the union before making changes in the terms and conditions of employment.

The key difference between a stock sale and an asset sale is that in a stock sale, the employer must negotiate before making changes; in an asset sale, the purchasing employer is free to make changes first and bargain with the union after the new terms are imposed.

Life At A Murdoch Paper: Just The "Facts"

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were replaced by sensationalism. Journalists with tremendous reputations like Philip Knightley were driven out. The Insight Team, the premier investigative unit in Britain, was populated with Neil acolytes, appointed because of their loyalty not their acumen.

The true art -- if you can call it that -- of the Sunday Times was the way it skillfully managed to push truth to that point where it wasn't necessarily true, but it wasn't an outright falsehood. Neil and his efforts were closely identified with Murdoch. To hear him talk about his difficulties with his former boss now over rare issues of integrity is deeply worrying

indeed.

I know this because I briefly worked at the Sunday Times, hired by Neil's replacement. During my time at the paper, I was never explicitly asked to lie, but it was made clear to me that if I had stretched the truth for the sake of a good yarn, or discovered a fact that was "too good to check", no one would have complained. In fact, a racy story that COULD be true was considered far better than a sober, well-reported, balanced tale that was true. On several occasions when I quashed tips about "scoops" from editors because there were no facts to support them I was told, "No, son, you just can't stand it up." It finally got to the point where

I quit to work for a newspaper whose reputation was above reproach: the Wall Street Journal. That was in 1997.

The state of British print journalism today is in many ways a result of Murdoch's influence, and the ruthless price wars of the 90s that he unleashed to quash rivals. It forced other quality British papers to scramble for the lowest common denominator or die. The present-day Times and Sunday Times, parodies of their former greatness, are legacies of his management style.

Mr. Murdoch's track record as a publisher is more than borne out by Neil's remembrances.

Bobby Block, Washington



Contract Bargaining: Not Much Of That From DJ Side

By Jim Browning
Bargaining Committee Chair

Bargaining resumed on Thursday, May 24, after a month's hiatus. Management canceled the last scheduled meeting and went silent. As usual, they offered no explanation, but they may have been distracted by Rupert Murdoch. After the Bancrofts rejected his offer, management proposed new bargaining dates.

As we returned to the bargaining table, the company resumed its stonewalling.

They said they were confused about what was important to us. "To the extent that you have been sending us messages, consider them completely unreceived," one of the lawyers said. He called our efforts to negotiate with them "a distraction," and expressed frustration that we haven't simply accepted their proposals to more than double health premiums and to double and, in some cases, quadruple drug costs.

We once again outlined our core proposals: wages that go up even after the impact of inflation and health premiums, a reasonable drug plan, some kind of protection against outsourcing and some kind of dependable commitment to retirement benefits.

The good news is that they said they found our explanation useful, and said they are prepared to talk about wages and drug benefits. The bad news is that they said they aren't willing to consider our proposals on outsourcing, or to discuss retiree benefits at all.

Here is where we stand. We have reached compromise

agreements on a few important, but secondary, points.

On April 11, for example, the company accepted our proposal that it cover annual physicals for all employees and dependents, which is an important step toward preventive care. But on the core issues, we remain far apart. In the last meeting, on April 23, management suddenly issued a threat, saying we are getting close to what they termed "deadlock." That isn't a legally significant term. And we are not in fact close to a deadlock, as many unresolved issues remain. It seems to be an effort to frighten us into caving in, which we don't propose to do. But we need to be aware that they are escalating the tensions, and that Rich Zannino tends to be impatient.

The message seems clear. If we want to avoid a punitive contract, we need to step up our mobilization now, and prepare for a fight this spring and summer. That means deepening our structure, with more people out there communicating with members face-to-face, preparing them for a stepped-up series of actions.

For those who want more detail about bargaining, here are the two sides' main positions:

Our positions:

A real wage increase, after the effects of inflation and after any increase in health care premiums. We currently propose 7% for 2007 and 6% for each of the next four years, but have made clear that we will compromise on that depending on the level of health premiums.

Fair drug costs, not the doubling-to-quadrupling they propose.

A series of specific initiatives to hold down health costs by keeping people healthier.

Clear protections on layoffs due to outsourcing, and real consultation on any future outsourcing. We currently are proposing that any outsourcing be done through attrition, not layoffs.

An agreed program of health benefits for retirees, rather than their program, under which almost every retiree's health benefits can be changed at will.

Their positions:

Annual raises of 2.5% to 2.75% -- less than inflation.

Tripling of health premiums.

Doubling to quadrupling of drug costs.

A new 10% charge for managed-care costs, on top of the \$20 copay.

Introduction of Health Savings Accounts, eventually replacing some existing health plans (they don't say what would be eliminated).

Increased severance for layoffs due to outsourcing, with prior notification and discussion, but no real consultation or limits on layoffs.

No limits on their ability to change benefits for existing retirees.

A two-tier program of retirement benefits, with new employees receiving more restrictive money-purchase payments and no health benefits in retirement.

Virtual elimination of COLA -- which is wage protection in case of sudden inflation.

Various anti-union provisions, including one making it easier for them to lay people off out of seniority order and another eliminating card

check.

Editor's Note: While Jim delivered this report in time for this newsletter (WSJ reporters never miss deadlines!!), IAPE negotiators and the company met again on June 6th. The following update was posted on the IAPE website:

We saw some more small signs of progress at the bargaining meeting on Wednesday, June 6th, which focused on job security.

In a search for common ground, we discussed a new set of proposals including enhanced severance payments for people who lose their jobs to outsourcing. We tentatively agreed on some parts of a plan, notably the provision for extra severance benefits for outsourcing victims. We are discussing other aspects of the plan and will continue the discussions next Tuesday, June 12th.

We still have a lot of issues left to resolve, including healthcare, wages and retirement benefits, and there is no guarantee that we will reach agreement even on job security -- but we need to keep up the pressure, despite the distraction of all of those stories floating around about who might or might not be buying Dow Jones. In fact, the best way for us to respond to the takeover threat is to show that the union is strong and unified. That means filing for premium pay when you work on a regular day off, filing for overtime -- every time, displaying your "splashes of IAPE yellow" everywhere and, for reporters, declining all video, television, radio and podcast appearances.



IAPE President's Report To The Board Of Directors

Editor's Note: The following is a transcript of IAPE president Steve Yount's remarks presented to the Union's Board of Directors in Princeton on May 19, 2007.

There is obviously still a great deal of work to be done, but I believe we've made some significant progress in the past six months -- all of which puts us in a better position to win the Quality Contract members have more than earned.

Building on the earlier move to transparency and complete accountability in finances we've made some simple changes in checking that will add another forty-five hundred dollars a year in interest to the union accounts. Finance Committee Chair Leilani Fallon has details on that -- and an update on the results of the review of the IAPE investment policy in her Finance Committee Report.

The effort to improve communications continues with regular e-mail updates to the membership and hundreds of individual e-mail exchanges with members. We've also rolled out a new "feedback" page on the website and we'll begin publishing a membership newsletter after each Board meeting.

Organizing:

Our colleagues at Harborside have chosen to join IAPE, with a majority of eligible employees signing their names to bring union representation to their location. That's a tremendous vote of confidence in what we've been able to achieve here, and what we expect to achieve together. We're grateful for the



Steve Yount

outstanding efforts of IAPE members who worked on the organization drive, and especially to the internal effort by Harborside employees who wanted to bring IAPE to the location -- in many cases going desk-to-desk signing-up colleagues in spite of a very real fear of management retaliation.

We now count more than a dozen new Stewards at Harborside and two new Location Directors, Bob Kozma and Stephen Nakrosis, who are taking their seats here today.

The victory at Harborside has made waves across the company -- and more unrepresented employees are asking about joining IAPE.

Mobilization:

We'll have much more on this in the Executive Session the afternoon, but just a couple of quick comments.

We've had remarkable attendance at contract coffee breaks across the country and solid support from reporters in the effort to put pressure on

the company -- turning down radio and TV appearances and filing for premium pay. We've also had a growing willingness among non-reporters to start filing for over-time, every-time.

The Mobilization Committee in New York has been outstanding and we've assembled a similar Mobilization Committee in South Brunswick -- and we'll be talking to everyone here today about doing the same in their location.

In addition, I'll be on the road over the next couple of months visiting locations across the country, hoping to build on the local efforts already underway.

There's a great deal of work to be done here and what we eventually win at the bargaining table depends on how well we mobilize.

There are now 34 seats on the Board of Directors and 32 are filled.

Theo Francis has resigned as News Classification Director, but will continue to remain active in union affairs and will continue to serve as Communications Chair. There are no words to express my gratitude for all that he's done.

At the same time, the Classification Committee is reviewing the vacant position of Classification Director/Circulation considering whether it should be discontinued with the Classification Director/Administrative representing Circulation employees.

The Committee is also being asked to weigh in on the creation of a new classification director -- this one to represent

employees engaged in the various Dow Jones on-line ventures.

Boston Location Director Charles Forelle is leaving the Board, being transferred to Brussels after winning a Pulitzer last month. We thank Charles for his efforts, most recently when he joined reporter James Bandler, his fellow Pulitzer winner, in a statement to the Dow Jones board underlining our call for a Quality Contract.

And of course that brings us to bargaining.

For those who might have missed the news, we're involved in contract talks with Dow Jones -- and the company has been difficult.

We're going to spend the afternoon on bargaining and mobilization -- but one point for public consumption: our position is defined by the membership -- not by the bargaining committee, the Executive Council, the Board or any single officer.

This demand for a Quality Contract -- and the rejection of a package that would triple health care premiums, quadruple drug co-pays and eliminate cost of living protection while holding wage hikes below the forecast rate of inflation -- is coming from an involved, connected and motivated membership.

IAPE exists solely to protect the membership and advance the cause of that membership. We have a responsibility to those two thousand members who have entrusted us to look after their best interests.



Your Time Is Your Money . . . Here's How You Get Paid



As IAPE continues to fight for a Quality Contract, it's important that you file for Premium Pay every time you work on your regularly scheduled day off (or Holiday Pay whenever you work on a Holiday) . . . and of course, for those eligible for overtime, you need to file for OT every time you work beyond seven hours in a day or 35 hours in a week.

We present here, for you, our step-by-step instructions on Premium Pay.

Under the terms of the IAPE contract with Dow Jones, all employees -- overtime eligible or not -- are entitled to Premium Pay for working on their scheduled day off.

Instructions for electronic filing are simple.

1. Go to NewsNet and select DowJones.net.
2. Click on Tools.
3. Click on "Link2HR Self-Service HR."
4. Click on PT/OT Time Slip in the left-hand column.
5. Click on the pay week -- select the correct week.
6. Click on "View Time Slip." Fill in the hours for weekdays you worked (seven each) and then, in the right-hand column, list the premium pay hours worked and the specific day involved.
7. Click "Submit."
8. Print a copy for your records.

This is your money. It's

guaranteed by the contract. If there is any difficulty in getting paid premium pay for working on your day-off, contact the IAPE office (609-275-6020.)

Q&A ON PREMIUM PAY

Do people actually get paid for this? Yes. All the time. But you have to file.

Can my boss make me take comp time instead? No. The contract is clear. If you work a weekend, you get paid. That said, if you prefer time off instead of pay, some managers might allow that.

DEMAND TIME AND A HALF ACCORDING TO THE CONTRACT. If you work twelve hours on your day off, you should get 18 hours off, more than two work days. IAPE does not endorse swapping comp time for pay, but we're not standing in your way.

My boss is mean, and I'm afraid to rock the boat. What should I do? This is not a subversive activity. Managers have been told by the company's own lawyers that premium pay has to be paid. Putting in for premium pay is as normal as showing up for work. If you'd like, we can set up a meeting to discuss how premium pay works.

Do I have to get my boss's permission in advance to get premium pay? No. But in the

future we suggest that you remind your boss before working on your day off that you'll be filing for premium pay. That way everyone's on the same page.

What does the contract actually say?

Here's the text: "If an Employee is assigned to work on his or her day off in any payroll week, including Employees working 3- or 4-day work weeks, or if an Employee is required to work on the day of a previously requested and approved optional holiday or "floater," pursuant to Article VIII A or B, he or she shall be paid a minimum of four (4) hours' pay

at the rate of time and one-half, except that if an employee works more than four (4) hours on such a day, he/she shall be paid a minimum of seven (7) hours' pay at the rate of time and one half. This provision shall apply to both overtime exempt and non-exempt Employees. In addition, if such time worked is a previously approved floater, the Employee will be permitted to use that floater on a future day pursuant to the provisions of Article VIII A or B."

Can I get paid for coming in on Saturday to clean my desk? No. Don't file frivolous claims. Premium pay is meant for work that can't get done during the week or work that is required in response to breaking events.

What if I have more questions? Try the IAPE office at 609-275-6020 or for reporters with questions, call Alex Frangos in NY 212-416-3632 or Tom Burton in Chicago at 312-750-4123.

Your Union Needs Your Help

IAPE exists solely to protect the interests of the membership -- and to effectively do that job IAPE needs you to be involved.

IAPE has one full-time paid staff member and two part time employees (a staff assistant and a bookkeeper). All officers, board members, stewards, committee chairs and committee members are volunteers.

Those volunteers are sending a message to management that the employees of Dow Jones are engaged in their union and are willing to contribute their time

and their talent to protecting their job, their family and their co-workers.

Immediately we need volunteers for the Safety Committee and the Human Rights/Jobs For Justice Committee -- and there is an on-going need for Stewards, who will serve as "points of contact" for the leadership and membership in every IAPE-represented location.

Those willing to share their time and talent should contact Union Organizer Tim Martell at the office, 609-275-6020.



FeedBack: You've Got Questions, We've Got Answers

The following is a sampling of "FeedBack" questions and comments from the membership -- and responses from the IAPE President Steve Yount.

FeedBack: "I would like the vacation bait-and-switch discussed. Harborside management told our boss to email us that our vacation policy was being brought into line with Factiva, now that we are all gathered under the Electronic Media Group (EMG) umbrella. That increase in vacation and sick time came 2 days before the union vote. Our boss later told us, ironically in a meeting where he was disclosing his departure, that management honestly didn't realize the union vote would be approved. I said that if that was the case, management was even stupider than I imagined. Some of my colleagues had another idea - that this was direct retaliation for approving the union, a nasty and shameful act that made them want to work elsewhere."

Response: *Putting aside for the moment any judgment on the intelligence of management, you're absolutely right. I'm convinced that the offer of an accelerated vacation schedule (the schedule is still capped at five weeks) and the unlimited sick time was a calculated effort by management to derail a union organizing effort at Harborside. IAPE believes that the Dow Jones reversal was illegal and we've filed charges of Unfair Labor Practices against the company.*

By the way, it's important to understand that this idea of

unlimited sick-time and an extra week of vacation (not just an accelerated schedule) was IAPE's idea. We negotiated it into the Factiva contract last year and proposed it for Dow Jones as well. The first response from Dow Jones was that it would never happen at DJ. -- SY

FeedBack: "I must say I'm disappointed that the non union employees of Dow Jones have an extra week vacation available to them, and us union workers do not. It would be nice if you could negotiate this separately so we would be able to use that extra time immediately as well."

Response: *As part of our charge of Unfair Labor Practices we're demanding that Dow Jones be forced to offer that accelerated vacation schedule to all employees, but beyond that, I expect the company to offer the vacation/sick-time changes to the union during contract bargaining.*

The problem is that the company has made it clear it believes an accelerated vacation schedule and unlimited sick time would be offered in exchange for a tripling of health care expenses, a quadrupling of drug co-pays, an elimination of cost of living protection, a two-tier benefit schedule for new hires and a wage hike of 2.5%. I disagree. That's not a trade off that'll serve your best interests. -- SY

FeedBack: "The Summer is yet to arrive and the drive into work is becoming painful due to gas prices. I would appreciate it if the union would

address this issue and help find some flexibility for its members. I would rather work longer days in exchange for one day off. This would truly make a difference for everyone's finances."

Response: *We negotiated the terms of a "Work From Anywhere" program at Factiva last year, allowing a number of employees to eliminate their commute entirely. We've told Dow Jones we're willing to negotiate a similar package for non-Factiva employees but the company hasn't responded.*

The sad reality is that Dow Jones has repeatedly demonstrated its only real concern is the Company's bottom line. Its interest in programs such as "Work From Anywhere" is motivated by its desire to reduce its expenses -- not to make your job more appealing or more rewarding.

Dow Jones spent \$173,000 on a car and driver last year just to get Rich Zannino back and forth to work -- but when it comes to \$3-a-gallon for gasoline they won't help you. -- SY

FeedBack: "Steve, from the people I've spoken to, the consensus seems to be the same. Health care costs are our number one concern. The difference of a percent or two in regards to a raise would never offset the increase in health care costs. I would rather take what the company offers in pay if we could keep the health care costs down."

Response: *If that were the choice on the table, we'd take it. I think that a smaller wage increase and a freeze in health care costs would be seen as*

a good deal by most employees. Unfortunately that's not what the company is willing to talk about. Dow Jones wants to both drastically increase health care costs and give us a wage increase that won't keep pace with the most conservative estimates of inflation. -- SY

FeedBack: "I'm sure you've heard the announcement regarding Summer Hours but my manager has chosen to only allow employees within my group to participate if they have currently exceeded their individual revenue goal for the year. Can management place stipulations on programs the company has freely given to all employees on a voluntary basis?"

Response: *This is just one more example of the shortsighted and self-serving approach of some middle managers at Dow Jones. What's next? Cafeteria privileges only to those who make their sales goals? Vacations based on who has the cleanest desk?*

"Summer Hours" was designed to give folks an option of doing 5 days' work in 4 and half days and the company has encouraged it where "staffing and work loads" permit. It was never intended to be a "sales motivational tool" and too the best our knowledge it never has been used that way.

I believe this is an inappropriate reach by an individual manager and IAPE is raising its concerns with management. -- SY

FeedBack: "Hey . . . I'm wondering where the 2% raise

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FeedBack

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idea came from (cost of living) because I realized with the 2% raise I received (at Harborside before IAPE representation,) I actually make a gross of about \$6 more a year because my rent went up more than 3%, which is normal. Are they aware that most of us live in cities and high priced areas of the country because of where Dow Jones offices are, and that our cost of living is higher than "the national average"? I dunno, I just did the math the other day and was amazed that I then net about \$4 a year salary increase."

Response: And that doesn't even count the tripling of health care premiums and the quadrupling of drug co-pays the company is demanding at the bargaining table.

Are they aware? Of course. Do they care? Obviously not. -- SY

FeedBack: "How often do you meet with company reps to bargain? When does the bargaining end?"

Response: We've had more than a dozen bargaining sessions with management since the latest round of talks began in November 2006. We've generally met once a week to once-every-ten-days. We began the bargaining earlier than usual -- and scheduled more frequent meetings -- knowing both sides had a lot of ground to cover. Unfortunately the company hasn't really demonstrated a willingness to explore many of the compromises we've suggested.

When does bargaining end? When we have the Quality Contract that the Quality People at Dow Jones deserve. -- SY

Martin: DJ Cost Shifting Must Stop

Editor's Note: When the "feedback page" opened on the Union website, IAPE secretary and grievance committee chairman, Ken Martin was among the first to chime in with his thoughts on Dow Jones's healthcare demands. His comments are reprinted here.

The cost shifting on healthcare has got to stop. The pharmaceutical companies are gouging us. Aetna negotiates with the pharmacies for reduced rates and we are progressively paying a larger percentage for medications intended to reduce heart disease and cancer. When we move to a fixed income after all the cuts to our retirement program and the questionable certainty of Social Security, will we have to decide between breathing and medications which have a seemingly invisible affect?

My parents are in their seventies. Medicare does not pick up all the costs involved in their medications and trips to Columbia-Presbyterian and Sloan-Kettering. Both are fortunate to have employer supported secondary coverage. This is a required safety net. Dow Jones would like to cast off all the

employees who were promised this coverage for decades. This constitutes rape.

We're fortunate to see what Aetna pays our doctors - "the negotiated rates." Without healthcare coverage the open market rates are in the thousands -- they're frankly laughable. Aetna pays in the hundreds. I was billed \$1,500 for anesthesia. Aetna paid several hundred. DJ has gotten its savings through Aetna and still wants more by simply shifting the burden to us. I told my doctor I was moving to Managed Care. He replied, "That probably means, I'll be screwed." He was right. His billing is ridiculous. The amount he is paid is embarrassing.

The system is broke. It would be ironic if it falls to us, who've already reported this, to say no to corporate greed, to say this is not the solution. In the meantime, corporations are throwing workers to the wolves saying this is not our concern. The government is nowhere near being able to cope with the influx of baby-boomers with inadequate healthcare.

DJ has been shaking us down for decades. Last time

we said enough. They haven't got the message. They continue to provoke us. The executives are doing quite well for themselves across America. It's not just Dow Jones. That's their defense - everybody's doing it. I think its time for us to show leadership and point out the peril facing our retirees when more than a few will be facing the prospect of losing their homes or their lives. We owe more to one another.

The solution is not to cut the benefits or wages of our new hires and sellout the future. It's a tough nut that requires we stand behind our Bargaining Team with more courage than we thought possible. It's there and when we stand together it will pick up all the energy we need to turn back this tide of conformism, opportunism and flat out mindless greed. As Tama Jonowitz wrote, we "aspire to be middle class." Do not take that away from us. Like Elephant Man we are "human beings," who by the way, made your lifestyle possible. Enough is enough!

Ken Martin, Secretary, IAPE TNG/CWA Local 1096.

The Newspaper Guild At The LA Times?

The challenges we face at Dow Jones, whether it's the fight for a Quality Contract or the battle against a Rupert Murdoch buy-out, are well-known -- as are the efforts IAPE is making to meet those challenges. But employees at

the Los Angeles Times are going through seismic changes without a union.

However, there are people at the Times that believe the time is right for The Newspaper Guild. And you can help by contacting people you know

who work for the Times and telling them the benefits of having an organization like IAPE to represent the employees against what management thinks are best for employees.

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Finance Committee Report To IAPE Directors

IAPE financial statements, effective May 16, 2007:
Checking: \$3,471.92
Money Market Sweep Account: \$184,052.41

Sovereign Bank Business Money Market: \$97,063.53
Wachovia Securities (Treasury Notes): \$205,590.83
Wachovia Securities (Evergreen Money Market): \$20,479.07

55 Shares of Dow Jones: \$2,928.75 (based on closing price of \$53.25 on 5/16/07)

Total Reserves:

05-01-07	\$510,657
09-30-06	\$473,624
09-30-05	\$374,138
09-30-04	\$329,349
12-31-03	\$341,792
12-31-02	\$471,032

Current Income/Spending: Seven months into the fiscal year, the projected IAPE

income for the budget year is \$703,991-- \$77,000 more than budgeted. Projected expenses are \$628,420 -- \$85,000 more than forecast in the original budget due to various, unanticipated expenses, such as legal fees, the miscellaneous costs of a work visa (retaining Tim Martell (and his family)). The surplus for the year is now forecast at \$75,567-- \$8,000 less than projected in the original budget.

M o n t h - b y - m o n t h spending/income details have been e-mailed to each board member; they are also posted on the IAPE website and attached.

Investment Policy Review: The Finance Committee has completed a review of the IAPE investment policy, as directed by the Board of Directors at

the November 11, 2006 meeting, but the Committee's tentative recommendations for the hiring of a money manager and a more "involved" investment strategy have been withdrawn, pending further review.

In the meantime the Committee has approved shifting existing investments in an effort to maximize interest while safeguarding principle and maintaining liquidity.

The Wachovia checking account has been redesigned, creating a "sweep account" which should generate an additional \$4,500 in interest income for the year while maintaining complete liquidity. Similarly, the Committee will be reviewing the existing IAPE Money Market investments to maximize interest earned.

IAPE Auditors Report: IAPE has received the annual report of Certified Public Accountants Shulman, Kurtz, Turer & Topaz (posted on the IAPE website, e-mailed to each IAPE Director and available upon request from the union office).

IAPE ended fiscal year 2006 with net assets of \$429,503 - - an improvement of \$90,000 from the results at the end of fiscal year 2005.

Delinquent CWA Dues: Efforts continue to win a reduction or forgiveness \$48,000 in "delinquent" CWA dues for alleged IAPE underpayments in 2003, 2004 and 2005. There has been no resolution as of yet -- and there has been no effort by the CWA to collect the balance or assess any interest or penalty.

The \$48,000 "delinquency" appears as a "liability" in the

Auditors Report and is reflected in the net asset numbers for both Fiscal year 2006 and 2005.

Briefly IAPE

Headcount Still Drops

While our total number of represented employees has increased between IAPE Board meetings for the first time in recent memory, it should be noted that our recent Harborside success brought us an extra 219 potential members. In other words, IAPE members continue to disappear from other locations due to layoffs and attrition at Dow Jones and Factiva. Particularly disturbing: South Brunswick headcount has decreased by more than 100 since May 2006, just one year ago.

Mobilizing

IAPE's network of some 200 contacts are functioning as hoped in distributing information to and from members as we continue the Dow Jones bargaining effort. New York is clearly the best-organized of all our locations at this point, with gatherings of 100 IAPE members for information sessions a common sight at WFC. South Brunswick mobilizers hope to catch up to their counterparts in "the city" by staging location-specific events designed to boost support for the bargaining effort.

Grievances

The IAPE Grievance Committee continues to meet monthly with Dow Jones representatives, and will likely add Factiva meetings to the schedule in the very near future. There are currently five grievances pending at Dow Jones; the company has denied one concerning payment of premium pay for an employee's weekend work from home and we have requested legal assistance from TNG to proceed to arbitration.

Labor Management

We continue to meet with Dow Jones representatives on a monthly basis to discuss "lesser" issues. Examples of recent Labor/Management items (some of which we have actually resolved) include online timeslips, changes to the American Express expense filing system, customer service workload, vacation selection, mail delivery, and incentive payments. In our most recent meeting, we presented management with a petition opposing the planned relocation of a South Brunswick department.

The Guild At The LA Times?

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If you were working for the Los Angeles Times today, you would know that your company is being converted to a Employee Stock Ownership Plan (ESOP) -- which gives no real voice to employees; you would have seen a number of co-workers take a buyout, either by choice or with a push from the company; and a company that behaves as if it envisions taking a great and respected national paper and turning it into a regional paper.

In this age of downsizing newsrooms and increasing work loads, there is concern about how a union can help. We have a sense of what it would be like without a union just by the positions Dow Jones

takes at the bargaining table. If The Wall Street Journal, The New York Times and The Washington Post were not unionized our jobs and benefits would be a lot less appealing. A union at the Los Angeles Times would be a benefit to IAPE, too.

Prospective members at the Times need to understand why joining the Guild is better for their life and their family -- and why a union composed and led by journalists is better for their newspaper.

The first step is to call our office for details. Or reach out directly to organizers Eric Geist at 202-288-6889 (egeist@cwa-union.org) or Lesley Phillips at 617-233-4827 (ljphillips@mac.com)



IAPE Budget, Current Monthly Spending, And Fiscal Year Projection

Category	Budget	Actual Oct	Actual Nov	Actual Dec	Actual Jan	Actual Feb	Actual March	Actual April	FY To Date	Projected '07	FY '07 budget	Projected over/ under Budget
CWA Dues	21638.00	22020.99	21438.94	31486.13	21303.15	20854.39	21055.61	31275.13	169434.34	290458.87	259656.00	30802.87
Rent	2022.00	1755.51	1983.47	7411.99	4159.82	0.00	1983.47	3966.94	21261.20	36447.77	24264.00	12183.77
Office Common Fees	48.45	244.60	146.20	17.80	128.40	16.64	17.80	17.81	589.25	1010.14	581.40	428.74
Insurance (office)	166.00	1290.00	0.00	0.00	0.00	0.00	0.00	0.00	1290.00	2211.43	1992.00	219.43
Utilities	200.00	166.57	89.24	73.56	0.00	0.00	96.44	192.88	618.69	1060.61	2400.00	-1339.39
Phone (office)	390.00	224.77	192.83	257.07	249.38	357.10	285.31	235.73	1802.19	3089.47	4680.00	-1590.53
Cell Phone	170.00	141.10	156.68	123.92	150.38	0.00	0.00	141.80	713.88	1223.79	2040.00	-816.21
Equipment Rental	359.00	683.81	683.81	684.69	684.69	684.69	684.69	684.69	4791.07	8213.26	4308.00	3905.26
Legal	1200.00	1000.00	1364.29	1581.25	1786.25	1938.75	523.75	1299.00	9493.29	16274.21	14400.00	1874.21
Payroll (full-time)	5167.00	8101.38	3888.66	9167.56	2660.66	5321.32	5321.32	5321.32	39782.22	68198.09	62004.00	6194.09
Payroll (part-time)	1300.00	2520.30	1138.80	3323.12	913.12	2452.32	1844.44	1539.20	13731.30	23539.37	15600.00	7939.37
Payroll (officers)	1600.00	2400.00	0.00	1846.00	0.00	923.00	923.00	923.00	7015.00	12025.71	19200.00	-7174.29
Payroll/ADP fees	150.00	246.24	76.94	219.00	75.24	155.04	153.46	121.26	1047.18	1795.17	1800.00	-4.83
Payroll/Taxes	735.00	1192.70	427.90	1242.26	0.00	935.70	835.07	801.96	5435.59	9318.15	8820.00	498.15
Ins'n (Wrkmn's Comp)	85.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1020.00	-1020.00
Benefits	1584.00	405.07	3547.03	2106.09	1840.03	1973.06	2297.06	2509.06	14677.40	25161.26	19008.00	6153.26
Annual Audit	383.33	0.00	0.00	0.00	0.00	4600.00	0.00	0.00	4600.00	4600.00	4599.96	0.04
Fixed Expenses	37197.78	42393.04	35134.79	59540.44	33951.12	40212.01	36021.42	49029.78	296282.60	507913.03	446373.36	61539.67
Docked Pay	550.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6600.00	-6600.00
Subscriptions	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	480.00	-480.00
Training	250.00	0.00	0.00	0.00	0.00	781.00	267.00	0.00	1048.00	1796.57	3000.00	-1203.43
Office Supplies	150.00	0.00	6.31	188.30	9.06	213.70	80.92	340.58	838.87	1438.06	1800.00	-361.94
Postage	185.00	156.02	40.00	0.00	156.02	251.29	246.16	156.02	1005.51	1723.73	2220.00	-496.27
Communications	200.00	59.00	44.95	0.00	0.00	0.00	0.00	0.00	103.95	178.20	2400.00	-221.80
Board Meetings	1000.00	646.30	694.95	4856.74	640.47	0.00	0.00	0.00	6838.46	11723.07	12000.00	-276.93
Conventions	425.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5100.00	5100.00	0.00
Mobilization	1000.00	2652.49	1034.56	23958.16	1302.50	268.46	893.09	843.49	30952.75	53061.86	12000.00	41061.86
Organizing	500.00	324.37	150.70	0.00	0.00	63.90	0.00	750.00	1288.97	2209.66	6000.00	-3790.34
Bargaining	2500.00	86.80	1000.00	461.17	55.33	10094.04	111.48	147.07	20955.89	35924.38	30000.00	5924.38
Arbitration	300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3600.00	-3600.00
Elections (contract)	541.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6499.92	-6499.92
Service Charges	3.50	0.00	0.00	0.00	0.00	20.00	20.00	1.00	41.00	70.29	42.00	28.29
Dues Refund	270.00	703.02	0.00	0.00	38.31	0.00	0.00	0.00	741.33	1270.85	3240.00	-1969.15
"Other Committees"	100.00	182.53	141.24	0.00	0.00	200.65	58.11	78.98	661.51	1134.02	1200.00	-65.98
Miscellaneous	0.00	0.00	1021.42	0.00	1150.00	400.00	2900.00	350.00	5821.42	9979.58	0.00	9979.58
Variable Expenses	8015.16	4810.53	13134.13	29464.37	3351.69	12293.04	4576.76	2667.14	70297.66	120510.27	96181.92	24328.35
Total Expenses	45212.94	47203.57	48268.92	89004.81	37302.81	52505.05	40598.18	51696.92	366580.26	628423.30	542555.28	85868.02
Total Income	52206.00	52971.05	51699.20	94104.12	50893.75	56342.18	54866.26	49784.92	410661.48	703991.11	626472.00	77519.11
General Fund	6993.06	5767.48	3430.28	5099.31	13590.94	3837.13	14268.08	24116.32	44081.22	75567.81	83916.72	-8348.91
Chckng Acc Balance	120715.96	126483.44	129913.72	135013.03	148603.97	152441.10	167572.14	191688.46				