



Welcome To IAPE

www.iape1096.org

Your Voice In The Workplace At Dow Jones, Factiva and MarketWatch

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

IAPE is a union that has been run by and for the employees of Dow Jones & Company for over 70 years. Our elected officers are your co-workers -- full-time employees who volunteer their time to the Union.

IAPE represents some 1,700 employees in dozens of locations throughout the U.S.A. and Canada.

Our members hold a wide range of jobs -- from reporters to computer technicians and programmers, from ad sales executives 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, Factiva and MarketWatch.

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.

Who runs IAPE?

The members do. IAPE 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 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 payroll to make those deductions.

It's Your Union! It's Your Money!

What if I have a problem at my job?

That is exactly why we are here. In addition to negotiating our contract, the role of the union is to help our members if they run into problems on the job -- whether it is a problem with their boss, benefits or workplace safety.

We feel it is 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 fails to follow the contract, we can file what is known as a grievance within 45 days of the contract violation. If IAPE and Dow Jones can not resolve the grievance, we can determine the outcome of 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 for contract info, the latest news and contacts. If your question is not answered there, call or email any union official.

| | |
|------------------------|-------------------|
| Steve Yount | President |
| Bob Kozma | Vice President |
| Rob Johnson | Secretary |
| Erin Rodgers | Treasurer |
| Patricia Corley | Executive Council |
| Andy Georgiades | Executive Council |
| Amy Merrick | Executive Council |
| Tim Martell | IAPE Organizer |

609-275-6020 or 800-325-IAPE
On the web at www.iape1096.org
Or email us at union@iape1096.org



Independent Association of Publishers' Employees
The Newspaper Guild CWA Local 1096

Membership Application

Mail to: **IAPE**
5 Schalks Crossing Road, Suite 220
Plainsboro, NJ 08536

Date: _____

Or fax to: **609-275-6023**

Employee Name: _____ Employee # _____
First Last

Address: _____ Phone # _____

E-Mail Addresses: _____
Work Home

Membership Preferences (please check one)

- Becoming a member
- Not becoming a member *(even if you select this option you still must pay dues or the equivalent unless you work in a right-to-work state.)*

Payment preferences (please check one)

- I want to pay my dues or equivalent fees through automatic payroll deduction. *(Please be sure to fill out the Payroll Deduction Authorization Form.)*
- I will begin paying monthly dues or equivalent fees by check directly to IAPE. *(Begin immediate payments according to the dues schedule.)*

IAPE DUES

IAPE union dues are assessed at a rate of 0.7% of weekly regular pay and commissions, up to a maximum fee of \$20.77 per bi-weekly pay period.

For example:

| WEEKLY SALARY | DUES PER PAY PERIOD |
|---------------|---------------------|
| \$500 | \$7.00 |
| \$1,000 | \$14.00 |
| \$1,500 | \$20.77 |

I hereby apply for membership in the Independent Association of Publishers' Employees.

Job Title: _____ Department: _____ Location: _____

Company: _____ (Dow Jones, MarketWatch, etc.) Hire Date: _____

Applicant's Signature: _____

Revised October, 2010



Independent Association of Publishers' Employees The Newspaper Guild CWA Local 1096

Payroll Deduction Authorization Form

To: Dow Jones & Company (hereinafter called the Publisher)

I hereby assign to the Independent Association of Publishers' Employees, Inc. and authorize you to deduct from any salary earned or to be earned by me, as your employee, an amount equal to all membership dues, lawfully levied against me by the Independent Association of Publishers' Employees, Inc. for each calendar month following the date of this assignment, as certified by the Treasurer of the Independent Association of Publishers' Employees, Inc.

I hereby authorize and request you to check off and deduct such amounts during the months for which such dues are lawfully levied, and the Independent Association of Publishers' Employees, Inc. so notifies you, from any salary then standing to my credit as your employee, and to remit the amount deducted to the Independent Association of Publishers' Employees, Inc.

This assignment and authorization shall remain in effect until revoked by me, but shall be irrevocable for a period of one year from the date of this assignment or the termination date of the current collective bargaining agreement, whichever is sooner. During the thirty (30) day period following expiration of this assignment, I will notify the Independent Association of Publishers' Employees, Inc. and the Company by registered mail of my intention to revoke this voluntary dues deduction. Unless such notification is given during this thirty (30) day period, this authorization and assignment shall be irrevocable for a further period of one year or the termination date of the then current agreement between the Company and the Independent Association of Publishers' Employees, Inc.

The within assignment shall, where applicable, apply to the sums required to be paid to the Union under Article X.

This assignment and authorization supersedes all previous assignments and authorizations heretofore given to you by me in relation to my Independent Association of Publishers' Employees, Inc. dues.

Print Name

Signature

Employee Number

Job Title

City Employed

Date

Revised February 2010

IAPE TNG/CWA LOCAL 1096 OFFICERS AND DIRECTORS

(as of September 24, 2010)

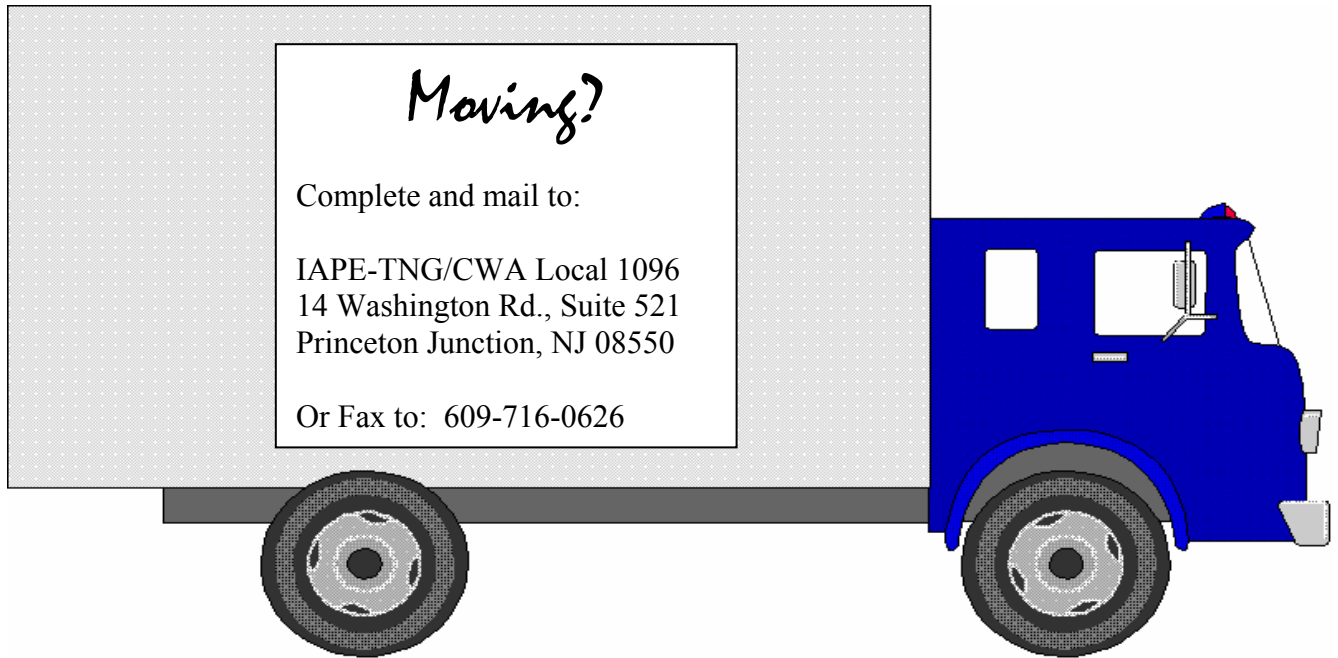
| | |
|--|--|
| President/CWA Delegate | Steven Yount |
| Vice President/CWA Delegate | Bob Kozma |
| Treasurer/CWA Delegate | Erin Rodgers |
| Secretary/CWA Delegate | Robert S. Johnson |
| Location Director – Atlanta/Orlando | Vacant |
| Location Director – Boston | Bonnie Peterson |
| Location Director – Canada | Andy Georgiades |
| Location Director – Chicago/Naperville/ Highland | Amy Merrick |
| Location Director – Dallas/Houston | Ann Zimmerman |
| Location Director – Detroit/Bowling Green/ Pennsylvania (except Philadelphia) | Vacant |
| Location Director – Los Angeles | John Emshwiller |
| Location Director – New York | Reed Albergotti Joseph Checkler Stephen Nakrosis Tiernan Ray |
| Location Director – South Brunswick, NJ/ Philadelphia, PA | Christopher Kunz Barbara Sary Shesh Vasudevarao Vacant |
| Location Director – Palo Alto/San Francisco | Jim Carlton Rebecca Smith |
| Location Director – Washington DC | Gary Fields Vacant |
| Classification Director – Administrative | Darcie Hall |
| Classification Director – Advertising | Jennifer Blumberg |
| Classification Director – News | Conor Dougherty |
| Classification Director – Production | Roger Pacheco |
| Classification Director – Technology | Patricia Corley |

IAPE-represented Employees at Dow Jones, By Location

As of August 21, 2010

| | Members | | Members |
|-------------------------------|-----------|--------------------------------|------------|
| Atlanta-Orlando: | 17 | Los Angeles: | 28 |
| Boca Raton, FL | 1 | Los Angeles, CA | 28 |
| Miami, FL | 1 | | |
| Tampa, FL | 1 | New York: | 706 |
| Atlanta, GA | 14 | Jersey City | 1 |
| | | NY, 1155 Ave of Americas | 160 |
| Boston: | 19 | NY, 1211 Ave of Americas | 509 |
| Boston, MA | 18 | NY, 18th Street | 35 |
| Needham, MA | 1 | NY, Other | 1 |
| | | | |
| Canada: | 20 | Palo Alto-San Francisco | 86 |
| Ottawa, ON | 3 | Palo Alto, CA | 7 |
| Toronto, ON | 17 | San Francisco, CA | 77 |
| | | Federal Way, WA | 2 |
| Chicago: | 75 | | |
| Chicago, IL | 73 | South Brunswick: | 521 |
| Highland, IL | 2 | South Brunswick, NJ | 518 |
| | | Philadelphia, PA | 3 |
| Dallas-Houston: | 51 | | |
| Denver, CO | 2 | Washington: | 112 |
| Dallas, TX | 8 | Washington, DC | 106 |
| Houston, TX | 6 | Silver Spring, MD | 5 |
| Irving, TX | 35 | Annandale, VA | 1 |
| | | | |
| Detroit-Bowling Green: | 45 | | |
| Southfield, MI | 15 | | |
| Bowling Green, OH | 24 | | |
| Pittsburgh, PA | 6 | | |

Change of Address Form



Name: _____ Employee #: _____

Title: _____ Work Location: _____

Old Address: _____

New Address: _____

Telephone # _____



It is important that you notify us of your address change so you can receive IAPE's mailings in a timely fashion.

Don't be left out!



Live.
Relax.
Enjoy.

50 BENEFITS

help stretch your
paycheck and make
life a little easier.

We know you work hard for your money. That's why we've created 50 benefits to help you get more out of life. Visit UnionPlus.org to save on:

- AT&T wireless devices and services.
- Rental cars & family vacations.
- Theme parks, movies, restaurants and more.

PLUS EVEN MORE BENEFITS offer you additional financial, health, insurance, legal, travel, entertainment and educational savings and services.



Your Rights With Respect to Union Representation, Union Security Agreements and Agency Fee Objections

Revised March 2004

FAIR REPRESENTATION

The Communications Workers of America (CWA) has been chosen through the democratic processes provided by the National Labor Relations Act or the Railway Labor Act as the exclusive collective bargaining representative for this workplace. CWA negotiates and enforces the contract with your employer that sets the terms and conditions of your employment. A copy of that contract is available from your Union representative.

In most locations there will be a CWA steward on the job as your Union representative. Your CWA steward is a fellow worker who has been specially trained to help you understand your contract rights. If you believe the contract has been violated, the CWA steward or representative is the person you should contact. If the problem cannot be handled informally, the first step in securing a remedy is the filing of a grievance. Where a grievance is not resolved through discussions with management, the contract permits it to be resolved by a neutral arbitrator.

Any employee who is faced with possible adverse action by management has the right to Union representation at disciplinary interviews. If you are called into an interview that you believe could lead to discipline against you, be sure to tell whoever calls you to the interview that you want to have a Union representative present.

UNION MEMBERSHIP

CWA has a membership of 700,000 working men and women throughout the country. The Union is an organization of your fellow workers who have come together to improve their terms of employment and protect their rights on the job. Within CWA all decisions are made democratically, either by the members directly in Local meetings or by the members' elected representatives at conventions and Executive Board meetings. The officers, chosen by the Union members in elections every three years, are Union members themselves, and either now work or recently worked in places like the one where you are employed.

You have the right to join CWA and to fully participate in its affairs. The rights of Union members are spelled out in the CWA Constitution and in your Local's bylaws. These are available from your CWA representative.

You also have the right not to join CWA. If you do not join, you will be fairly represented. But you will not have the right to participate in the election of the officers who represent you on the job or to participate in meetings where Union decisions are made.

Negotiating and enforcing your contract are costly endeavors. To spread these costs fairly, those employees who do not join the Union are still required to pay an agency fee. The non-member's fee is generally equal to the dues paid by members. Those non-member agency fee payers with conscientious religious objections to financially supporting a labor organization may arrange to make charitable contributions equal in amount to Union dues instead of paying the agency fee to the Union. In addition, those non-member agency fee payers who conscientiously oppose the Union's efforts in non-collective bargaining areas such as charitable fund-raising, lobbying to improve terms of employment, and organizing to prevent your employer from being undercut by competitors paying substandard wages, may file an objection in accord with the policy on agency fee objections.

UNION SECURITY AGREEMENTS

As a general matter, employees covered by a collective bargaining agreement containing a Union security clause are required, as a condition of employment, to pay an agency fee equal to normal Union dues (and, where applicable, initiation fees). While the wording of these clauses is not perfectly uniform, none requires more than the payment of this agency fee to retain employment.

AGENCY FEE OBJECTIONS

The Communications Workers of America policy on agency fee objections is the Union's means of meeting its legal obligations to employees covered by Union security clauses and of effectuating those employees' legal rights as stated in the applicable decisions of the United States Supreme Court (including *Beck v. CWA*) and the companion lower court and labor agency decisions. Under the CWA policy, employees who are not members of the Union, but who pay agency fees pursuant to a Union security clause, may request a reduction in that fee based on their objection to certain kinds of Union expenditures.

The policy provides an objection period each year during May, followed by a reduction in the objector's fee for the twelve months beginning with July and running through June of the following year.

Briefly stated, CWA's objection policy works as follows:

1. The agency fee payable by objectors will be based on the Union's expenditures for those activities or projects "germane to collective bargaining, contract administration, and grievance adjustment" within the meaning of applicable United States Supreme Court decisions.

Among these "chargeable" expenditures are those going for negotiations with employers, enforcing collective bargaining agreements, informal meetings with employer representatives, discussion of work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies, or informal meetings, and Union administration. In the past, approximately 70-75% of the International Union's expenditures have gone for such activities. The percentages of Local Union expenditures on "chargeable" activities have generally been higher.

Among the expenditures treated as "nonchargeable," which objectors will not be required to support, are those going for community service (including participating in charitable events), legislative activity, cost of affiliation with non CWA organizations, support of political candidates, participating in political events, recruitment of members to the Union, and members-only benefits (including members-only social events). In the past, approximately 25-30% of the International Union's expenditures have gone for such "nonchargeable" expenditures. The percentages of Local Union expenditures on "nonchargeable" activities have generally been lower.

2. Objectors will be given a full explanation of the basis for the reduced fee charged to them. That explanation will include a more detailed list of the categories of expenditures deemed to be "chargeable" and those deemed to be "nonchargeable," and the independent certified public accountants' report showing the Union's expenditures on which the fee is based. In addition to any other avenue of relief available under the law, objectors will have the option of challenging the Union's calculation of the reduced fee before an impartial arbitrator appointed by the American Arbitration Association, and a portion of the objector's fee shall be held in escrow while he or she pursues that challenge. Details on the method of making such a challenge and the rights accorded to those who do so will be provided to objectors along with the explanation of the fee calculation.

3. Objections for the period of July through June must be sent during May. In addition agency fee payers who are new to the bargaining unit may object within thirty days of receiving this notice, and employees who resign Union membership may object within thirty days of becoming an agency fee payer. Employees filing late objections for either of these two reasons should so indicate in their letter of objection. New bargaining unit members are to receive this notice prior to any demand being made upon them for the payment of agency fees. If, however, for any reason a new unit member begins paying agency fees prior to the receipt of this notice, he or she may object retroactively to the commencement of such payments and for the duration of the current annual objection period.

The letter of objection should include name, address, social security number, CWA Local number, and employer.

Objections must be sent to the Agency Fee Administrator, CWA, 501 Third Street, NW., Washington, DC 20001-2797.

*Communications Workers of America
501 Third Street, NW
Washington, DC 20001-2797*