

## **ANNUAL IAPE PAY INCREASE REVIEW**

As of July 1, 2021, there were 1359 IAPE-represented employees covered by [the main contract between IAPE and Dow Jones](#). Rates of pay for all were included in this annual review of pay data.

<b># of Employees</b>	<b>% Salary Increase</b>	<b>% of Employees with an Increase in this Range</b>
26 (Not eligible for CBA increase)	0%	1.91%
5 (Not eligible for CBA increase, but received some increase)	*0.14% - 1.37%	0.37%
765	*2.74% - 2.78%	56.29%
278	2.79% - 5%	20.46%
161	5.01% - 10%	11.85%
50	10.01% - 15%	3.68%
28	15.01% - 20%	2.06%
32	20.01% - 30%	2.35%
11	30.01% - 50%	0.81%
3	50.01% +	0.22%

\*There were no percentage increases between 0% and 0.14%. No percentage increases between 1.37% and 2.74%.

**RANGE OF INCREASE PERCENTAGES = 0% - 52.78%**

**AVERAGE INCREASE PERCENTAGE = 4.98%**

**MEDIAN INCREASE PERCENTAGE = 2.75%**

### **EXPLANATION OF INCREASES AVAILABLE TO IAPE-REPRESENTED EMPLOYEES**

IAPE-represented employees are eligible for the largest of three different types of negotiated increases on July 1st of the corresponding contractual year. These increases are the compensatory, scale, and minimum dollar increases.

### **COMPENSATORY 2.75%**

The negotiated compensatory increase for the current contract year was originally 2.5%. Per the CBA, in the event the standard merit increase guidance for non-IAPE corporate staff exceeded the 2.5% threshold, Dow Jones was required to increase the minimum compensatory increase for IAPE-covered staff to match the non-union guidance. For 2021 the standard merit increase for non-IAPE corporate staff was 2.75%. As a result, the IAPE compensatory increase of 2.5% was raised to 2.75% to match the non-union guidance.

This year 762 IAPE-represented employees received an adjusted compensatory increase of at least 2.75%. A handful of these 762 people rounded up for an increase between 2.75% and 2.78%. This represents about 56.07% of the IAPE-represented employees in this study.

### **SCALE INCREASE**

IAPE and Dow Jones have negotiated a series of [introductory pay tiers and scales](#) to set minimum salary thresholds for employees holding classified job titles. The relatively few IAPE-represented employees who are paid according to scale can expect larger mandatory pay increases, on a percentage basis, than those who are paid above these introductory rates. Scale increases are paid on each contract anniversary date.

For example, a reporter hired in 2019 and paid the minimum 'A' scale for their position earned a salary of \$61,828. Effective July 1, 2020, Dow Jones was required to grant a scale increase to that reporter, moving them to the 2020 'B' scale salary of \$66,508, a 7.6% pay increase. On July 1, 2021, Dow Jones would have been required to move that reporter to the 2021 'C' scale salary of \$70,720, a mandatory 6.3% pay raise.

This year 83 IAPE-represented employees received a scale increase. This represents about 6.11% of the IAPE-represented employees in this study.

### **MINIMUM DOLLAR INCREASE**

Effective July 1, 2021, the minimum dollar increase amount was \$25 per week. If an IAPE-represented employee is eligible for a compensatory or scale increase, but that increase is below \$25, the employee's weekly raise must be adjusted to that \$25 amount.

As of July 1st, 12 IAPE-represented employees received the minimum dollar increase of \$25. This represents about 0.88% of the IAPE-represented employees in this study.

### **ADDITIONAL INCREASES**

These may be attributed to a merit-based increase, equity increase, or promotion/title change. Overall, there were a total of 471 increases above the minimum requirements of the CBA. This represents about 34.66% of the IAPE-represented employees in this study.

## **INELIGIBLE FOR MANDATORY INCREASES**

Each year there is a small portion of new hires hired after May 1st who are ineligible for mandatory July 1st CBA increases of that contract year. This year there were 31 IAPE-represented new hires who were ineligible for the CBA increases.

Out of these 31 individuals, 26 did not receive any increase; however, there were five new hires who received pay increases between 0.14% and 1.37%, to bring their salaries in line with new 'A' scale minimum rates for their positions. Those ineligible for an increase who did not receive an increase represent about 1.91% of the IAPE-represented employees in this study. Those ineligible for a full raise who received some increase represent about 0.37% of IAPE-represented employees in this study.

## **RESULTS BY GENDER**

In addition to confirming the accuracy of mandatory pay increases, as well as recording all discretionary raises, this year the union also opted to examine 2021 pay raises according to gender. The union recognizes that salaries vary significantly across the IAPE bargaining unit, from title to title, and does not intend for the following to be a replacement for "traditional" IAPE analyses of gender pay disparities (like [the IAPE Pay Guide of 2019](#)).

Still, the results are interesting.

Dow Jones currently offers three choices for self-reporting gender: Female, Male, and Prefer Not to Answer. Out of the 1359 IAPE-represented employees included in this annual pay review, 687 self-reported as female, 671 self-reported as male, and one self-reported as prefer not to answer.

### **Female**

Range of Salary Increases = 0% - 51.52%

Average Salary Increase = 5.20%

Median Salary Increase = 2.75%

Average \$ Increase = \$81.73

Median \$ Increase = \$56.11

### **Male**

Range of Salary Increases = 0% - 52.78%

Average Salary Increase = 4.76%

Median Salary Increase = 2.75%

Average \$ Increase = \$86.65

Median \$ Increase = \$64.89

**Prefer not to answer**

The individual self-reporting as prefer not to answer received the compensatory 2.75% increase.

**PAY REVIEW SUCCESS**

Between January 2021 and June 2021, 189 IAPE-represented employees requested and received [individual pay reviews](#). Out of these 189 requests, 13 employees are no longer IAPE-represented members either by way of termination, transfer, or promotion out of the union bargaining unit. One employee made two separate pay review requests throughout the aforementioned timeline. Overall, there were 175 IAPE-represented employees who were still included in the union bargaining unit and had requested pay reviews between January 2021 and June 2021.

It should be noted that IAPE-generated pay reviews do not automatically prompt Dow Jones to have conversations with our members about their salary, but that IAPE often receives these requests when members schedule a discussion with their managers to request a raise.

# of Employees	% Salary Increase	% of Employees with an Increase in this Range
76	2.75%	43.43%
39	*2.99% - 5%	22.29%
31	5.01% - 10%	17.71%
11	10.01% - 15%	6.29%
10	15.01% - 20%	5.71%
6	20.01% - 30%	3.43%
0	30.01% - 50%	0%
2	50.01% +	1.14%

\*There were no percentage increases between 2.75% and 2.99%.

**RANGE OF PERCENTAGE INCREASES = 2.75% - 51.52%**

**AVERAGE OF PERCENTAGE INCREASE = 6.48%** (*1.50% higher than the average of the overall IAPE data*)

**MEDIAN PERCENTAGE INCREASE = 3.01%** (*0.26% higher than the median of the overall IAPE data*)

**RECEIVED THE 2.75% COMPENSATORY INCREASE** = 76 IAPE-represented employees who requested pay reviews between January 2021 and June 2021 or about 43.43%

**RECEIVED A SCALE INCREASE** = 8 IAPE-represented employees who requested pay reviews between January 2021 and June 2021 or about 4.57%

**RECEIVED A MINIMUM DOLLAR INCREASE** = 0 IAPE-represented employees who requested pay reviews between January 2021 and June 2021

**RECEIVED A RAISE ABOVE THE CBA MINIMUMS** = 91 IAPE-represented employees who requested reviews between January 2021 and June 2021 or about 52%

**\*\*More than half of the IAPE-represented employees who asked for a pay review received a pay increase above the 2.75% compensatory increase. \*\***

## **RESULTS BY GENDER**

### **Female**

Range of Salary Increases = 2.75% - 51.52%

Average Salary Increase = 6.63% (1.43% higher than the average of the overall Female data)

Median Salary Increase = 3.01% (0.26% higher than the median of the overall Female data)

Average \$ Increase = \$104.33 (\$22.60 higher than the average of the overall Female data)

Median \$ Increase = \$70.28 (\$5.39 higher than the median of the overall Female data)

### **Male**

Range of Salary Increases = 2.75% - 29.47%

Average Salary Increase = 6.32% (1.56% higher than the average of the overall Male data)

Median Salary Increase = 3.39% (0.64% higher than the median of the overall Male data)

Average \$ Increase = \$110.30 (\$23.65 higher than the average of the overall Male data)

Median \$ Increase = \$76.75 (\$11.86 higher than the median of the overall Male data)

### **Prefer not to answer**

The individual self-reporting as prefer not to answer received the compensatory 2.75% increase.