

DOW JONES & COMPANY

PROPOSAL 16

March 21, 2024

Any union proposals not specifically addressed here are rejected except for items the parties have withdrawn and those on which the parties have previously reached tentative agreements.

1. **Compensation Issues**

**General Compensatory Increase** Company 1-A. -- (also responsive to Union Prop (Art IV-(1) [#15]).

- **Year 1&2 (combined) – 6.75%**
  - Effective May 1, 2024 if ratified earlier (provides 2 extra months at the higher base wage)
  - Lump sum payment in the gross amount of **\$1,500** (following ratification).
  - The Company will also provide a lump sum payment in 2025 to all unit employees who experience a medical premium percentage increase in 2025 equal to one-half (50%) the premium percentage increase in their current plan and tier, not to exceed one-half of one percent (0.50%) of annual salary on the date that premiums are calculated.
- **Year 3 (effective July 1, 2025) – 3.00%.**
- **Adding an additional Year 4 (effective July 1, 2026) – 3.00%.**

Contract to expire June 30, 2027.

## NYT vs. DJ Health Insurance Premiums

Family Plan (DJ = POSII)

Employee base pay = \$100,000 for 2020

NYT Healthcare Premiums						
	2020	2021	2022	2023	2024	2025
wage increase	n/a	0	0	11.6%*	3.25%	3.00%
bi-weekly	347.18	347.18	347.18	386.39	398.96	410.93
annual	9026.68	9026.68	9026.68	10046.14	10372.96	10684.18
percentage	9.0%	9.0%	9.0%	9.0%	9.0%	9.0%

58183.32

\* covered 2021, 2022, and 2023 contract years

Dow Jones Healthcare Premiums						
	2020	2021	2022	2023	2024	2025
wage increase	n/a	2.75%	4%	0.50%	6.75%*	3.00%
bi-weekly	219.23	225.26	234.27	235.44	235.44	273.38**
annual	5700	5856.75	6091.02	6121.48	6121.48	7107.89**
percentage	5.70%	5.70%	5.70%	5.70%	5.70%	6.70%

36998.61

\* combined year 1 + year 2 current proposal

\*\* net of .5% lump sum offset payment