

DOW JONES & COMPANY

PROPOSAL 19

May 2, 2024

Any open union proposals not specifically addressed here are rejected.

1. Compensation Issues

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

- Year 1&2 (combined) – **7.25%**
 - Effective on ratification
 - A payment representing retroactive pay in the gross amount of \$2,000 per covered/eligible employee (employed on date of 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%.
- Year 4 (effective July 1, 2026) – 3.00%.

Contract to expire June 30, 2027.

2. **Minimum Scales.** Company 1-D. (Responsive to Union Prop. #11 (III(5)). Increase all minimum scales in the contract by three and three-quarters percent (3.75%) effective on ratification, then by **2%** effective July 1, 2024 (**assuming a ratified contract before that date**), then by one-half the amount of the compensatory increase percentage for all other years of the contact. [T/A on rates, subject to final agreement on the effective date(s) of the wage increase package.]
3. **Minimum Increase.** Tentative Agreement that the minimum pay increase for all employees will be equal to the dollar amount increase of an employee making \$1,500/wk. For year 1, at the company's current proposal of 7.25%, the minimum increase for all bargaining unit members is **\$108.75/wk or \$5,655 per year.**