

DOW JONES & COMPANY

PROPOSAL 18

April 25, 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) – 7.00%
 - 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. **Premium Increases for supplemental Canadian coverage.** Company 2-C. Premiums are determined by our insurance carrier in Canada. **The Company will not increase employee premiums by more than the percentage increase in the Company's costs for the supplemental insurance policy.**

3. **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 upon ratification, then by 1.5% effective July 1, 2024, then by one-half the amount of the compensatory increase percentage for all other years of the contact.