



**The Independent Association of Publishers' Employees**  
The NewsGuild CWA Local 1096

October 24, 2022

Matt Murray  
Editor in Chief  
The Wall Street Journal  
1211 Avenue of the Americas  
New York, NY 10036

Dear Matt,

We write to you as 245 concerned members of the Independent Association of Publishers' Employees (IAPE), The NewsGuild-CWA Local 1096—your dedicated WSJ News department employees—in response to your Sept. 15, 2022 memo updating the News return-to-work policy.

It is true that some of us, as you wrote, “do our best work, produce our best products, and grow, share and learn the most, when we are physically together.” For many others, however, remote work has been the key to increased productivity, greater work/family balance and more confidence regarding health and safety.

The pandemic has shown organizations that technology enables people to work in new and different environments. We believe it essential to retain a hybrid work environment in which the decision of where to work belongs first with the employee. When employees feel empowered, morale and productivity increase.

Since March of 2020, we have continued to produce world-class journalism and content from our home offices. We have continued to pursue stories in the field, wherever we have needed to be.

We have adapted and excelled, and our efforts have paid off.

Many of us have found we can be more productive when we have the option of working from home some days. Retaining flexibility allows us to jump on breaking news when we might otherwise still be on a long commute, or concentrate on writing stories without the distractions of the office. For our colleagues with editors in different cities, the opportunity for in-person, in-office collaboration often does not even exist.

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We are concerned that the addition of a third in-office day for WSJ News, as well as the requirement for masthead editors and direct reports to work in-office five days per week, signals a desire to eliminate work-from-home flexibility in the near future. We think this is a mistake, and does not reflect Dow Jones's oft-repeated commitment to "invest in our people."

A survey conducted by the union in February revealed more than 80% of IAPE-represented employees believe that Dow Jones should allow staff to regularly work from home at least three days a week. More than 90% of respondents to Women@DJ surveys in May and June responded similarly. A majority of IAPE-represented WSJ News staff want management to maintain the option for a hybrid working situation into the future.

Sincerely,

s/245 IAPE Members from WSJ News