

IAPE TNG/CWA LOCAL 1096

COMPREHENSIVE PROPOSAL

for a new collective bargaining agreement
for the Bowling Green, Ohio Production Plant Employees

with

DOW JONES & COMPANY

June 14, 2016

(The Union reserves the right to modify or withdraw any of the following proposals during bargaining. These proposals are made without prejudice to the Union's position regarding the proper interpretation of the existing contract language or existing practices or policies. All proposals are part of a complete package, and no agreements reached during bargaining are final until agreement has been reached on all issues.)

Unless specifically noted in the following proposals, all calendar dates within the 2001-16 Agreement shall be adjusted to reflect the term of the new Agreement.

Article 3: MANAGEMENT'S RIGHTS

Modify Section B as follows:

The Company may discipline or discharge an Employee for just cause; provided that, the Company may discharge an Employee for any reason during the first ~~nine (9)~~ six (6) months of his or her employment as an Employee (excluding any period of disability) and the discharge shall not be subject to the grievance or arbitration procedure of this Agreement. The Company shall provide a written statement of the cause for an Employee's discharge within two (2) weeks of the Union's written request to the Production Manager.

Article 12: LAYOFF, RECALL AND SEVERANCE PAY

Modify Section B as follows:

Layoff — Where layoffs are necessary, the Company ~~shall consider each Employee's seniority, performance, experience, and skill when determining which Employee will be laid off~~ agrees to follow the rule of seniority wherever possible and practicable. ~~When other factors are equal as determined by the Company, and provided that the Company's determination shall not be arbitrary, capricious nor discriminatory within the meaning of the Equal Employment Opportunity Article of this Agreement, the least senior Employee shall be laid off.~~

Modify Section D as follows, to reflect the main IAPE contract as the reference for Severance Pay and other post-termination benefits:

Severance Pay — In the event of reduction-in-force, the laid off Employee shall receive Severance Pay and other post-termination benefits consistent with the then-current general corporate benefits as published on the Company's intranet, Dowjones.net, subject to such changes as may be determined by the Company current "National" Agreement between Dow Jones & Company Inc. and IAPE and subject to the requirement that the Employee sign a general release of all claims against the Company. Such release of claims will specifically exclude claims arising under this Agreement as well as claims for workers' compensation benefits and unemployment benefits. The Union will retain all rights to file grievances and proceed to arbitration according to the terms of this Agreement regarding any claimed contract violations; provided that, if the Employee is reinstated in the course of the grievance or arbitration process, the Employee will return any severance pay received. Employees electing to receive Severance Pay in a lump sum payment shall have no recall rights.

Article 16: VACATIONS

Modify Section K as follows:

There shall be no carryover of unused vacation from year to year; and no Vacation time may be carried over from year-to-year and Employees shall be paid for unused vacation unless if required by the Company to work through a scheduled vacation. An employee who is entitled to at least three weeks of vacation will be granted one week's pay in lieu of one week's vacation at the request of the employee.

Article 18: HOLIDAYS AND PERSONAL DAYS

Modify Section E as follows:

Each full-time Employee may have ~~three (3)~~ five (5) Personal Days off with pay to be scheduled with Company approval and a ~~fourth (4)~~ sixth (6th) Personal Day if The Wall Street Journal does publish on Martin Luther King, Jr. Day. Personal Days must be selected no later than November 1 of each year. Any remaining Personal Days not scheduled by November 1 will be assigned at the discretion of the Company. For each fiscal year in which the Bowling Green plant meets its annual Production Quality System (PQS) target scores, as established by local management, all current, full-time Employees (as of the ratification date) shall receive one additional personal day to be used in the following fiscal year.

Article 20: SICK LEAVE

Add the following to Article 20:

The Company agrees that part-time Employees will be permitted unpaid absences made necessary by illness of the Employee, spouse or children or emergency which requires absence from the office without losing continuity of employment in accordance with the following schedule:

- Employed one year or less – 5 days per calendar year;
- Employed more than one year – 10 days per calendar year.

Article 21: DOW JONES & COMPANY BENEFITS

Modify Section B as follows:

Additional benefits not mentioned in this Agreement which are generally applicable to Dow Jones' employees under the Company's "Active Summary plan Description" posted on the Dow Jones Benefits Center's website as revised from time-to-time, shall be continued subject to ~~the Company's right to amend, modify or discontinue such benefits pursuant to the terms of those plans or policies. Where the terms of this Agreement differ from the Company's "Active Summary plan Description" this Agreement shall control~~ the provisions of the current "National" collective bargaining agreement between IAPE and Dow Jones & Company.

Article 22: WAGES

Modify minimum salaries in Section A to reflect increases provided in Section C.

Modify Section C to reflect 5% compensatory increases in each contract year.

Article 27: DURATION

Modify this Article as follows:

This Agreement shall be effective from the 1st day of ~~January 2006~~ July 2016, through the 30th day of June ~~2016~~ 2019.

Appendix A: SENIORITY LIST

Modify Appendix A to reflect current roster of employees.