

DOW JONES & COMPANY

PROPOSAL #5

August 2, 2016

Proposals/Counters For Discussion (Selected Issues)

1E — Comp. time for Travel. [Modified]. (1) When an overtime exempt employee is required to travel for business and could reasonably schedule travel on a normal work day, but the Employee opts to travel on a scheduled off day for the Employee's convenience, no Compensatory Time or Premium Pay shall apply. (2) When an Employee is required to travel for business and the travel cannot reasonably be scheduled on a normal work day, the Employee shall be compensated for hours spent traveling on a scheduled off day with Compensatory Time off at the rate of 1 hour of Comp. Time for each hour of travel up to a maximum of seven hours of Comp. Time. Regular procedures for reporting, approval, and use of Comp. Time shall apply.

IF — Schedule Changes. [Counter] For departments where employees regularly rotate work schedules (current contract), no changes. Add new paragraph: For all other Employees, any permanent modification of more than sixty minutes to the Employee's regularly scheduled start time shall not be implemented earlier than fourteen days after notice to the affected Employee.

4B — Volunteer letters. [Counter] Company will accept union's proposal to require acceptance of volunteers in seniority order as modified below, provided that in all cases layoffs shall be noticed to the union not less than 30 days before the effective date.

If there are more volunteers for layoff (whose resignations have not been rejected by the Company) than are needed for the reduction in staff, the Company shall accept the resignation(s) in seniority order (most senior first).

4D — Service Bridge. [Modified] No service credit shall be granted to an Employee unless re-hired within one month of the effective date of layoff.

6F — Dues Obligation for Objectors. WITHDRAWN

61 — Unused Vacation Time. [Same] Employees whose employment terminates on or before the first working day a month do not accrue unused vacation pay for that month.

6N — Holiday Pay. [For Discussion]