

DOW JONES & COMPANY

PROPOSAL #6A
for a new collective bargaining agreement with

IAPE/CWA LOCAL 1096

August 16, 2016

Health Plan Issues

In response to the Union's proposal dated August 9, 2016, the Company proposes as follows:

Article XII --

A -- Accept union proposal (change date to 2016).

A1 -- Accept union proposal (change date to 2016; change “offered to non-union employees” to “available to employees”)

A2 -- **Counter-Proposal.** Current medical plan design and premium structure. Change dates to indicate that the current plan (2016) will be maintained through the end of 2016. Plan design and premiums for 2017 will match plan outline and premium chart provided to the union in negotiations. Reject proposal to eliminate premiums for Canadian employees.

A3 -- **Counter-Proposal.** Cap on future employee premium increases. For the years 2018 and 2019, the company will not increase employee premiums as a percentage of employee's pay by more than 0.75% of an employee's salary per year.

4. -- Company will not substantially reduce benefits. Accept union proposal to add “; and (c) additional cost to employees.” **subject to agreement that the plan design changes and premium adjustments set out in the Company's projected “glide path” documents are deemed to not constitute a substantial reduction in the benefits package.**

6. -- Accept union proposal to change notice obligation from 30 days to 60 days.

7. -- Reject the union’s proposal to set fixed limits on plan design elements.