

DOW JONES & COMPANY

PROPOSAL #6B

for a new collective bargaining agreement with

IAPE/CWA LOCAL 1096

August 16, 2016

Unresolved Issues

The Company proposes as follows:

3A(2) -- Physical fitness reimbursement (union proposal) -- Same -- Agree to 100% reimbursement rate, but reject increase in annual cap -- maintain at \$500. Not applicable to on-site health clubs.

3B -- Canadian health plan premiums (union proposal) -- Same -- reject union proposal to maintain premium-free health plan for Canadian employees. Canadian employees should contribute toward the cost of supplemental health coverage. Rates are much lower than those paid by US employees.

3C & 3D -- coordination of benefits & leaves (company proposals) -- **[REVISED]** Maintain current contract references except update Life Insurance reference to reflect 2017 plan as baseline and update educational leave to max. 12 months of leave.

4A & 4E -- Procedures and criteria for layoffs (Union proposal and company proposal) -- **[REVISED]** Company proposes a mutual withdrawal of proposals on both sides except for the addition of the following clarifying language:

Article VI F. In the event of dismissal to reduce the force, the Company agrees to follow the rule of seniority wherever possible and practicable. The rule of seniority shall not apply if a position is eliminated and where the less senior employee(s) in the same job classification perform functions that are substantially different and where the more senior employees) lack the necessary skills and abilities to perform the remaining work at a satisfactory level of proficiency and cannot reasonably be expected to acquire the necessary skills and abilities through available training and/or on-the-job experience within a time frame that would allow the Company to both continue uninterrupted operations and also effect the planned reduction in staff by the date the job elimination is scheduled to occur.

5B -- Mandatory arbitration of statutory claims (company proposal) -- WITHDRAWN

6C -- off hours taxi policy (company proposal) -- WITHDRAWN, with the understanding that the current policy provides that the Company will provide car/taxi service only where management determines that taking public transportation is unsafe in the particular circumstances.

61(4) -- Vacation carryover (union proposal) -- rejected.

6M -- Union President's paid leave (company proposal) -- WITHDRAWN

6Q -- Emergency Child Care (union proposal) -- Same. Company has agreed to delete the daily rate cap, but rejects proposal to increase the annual maximum.

7 -- Duration of agreement -- This agreement shall be for three years from July 1, 2016 through June 30, 2019. The terms of the new contract will not be retroactive except as specifically provided otherwise in a Memorandum of Agreement.