

DOW JONES & COMPANY

PROPOSAL #7 [Comp Issues]
for a new collective bargaining agreement with

IAPE/CWA LOCAL 1096

August 19, 2016

1A(1) -- Compensatory Increase. 2% minimum wage increase in each year of the agreement.

1A(2) -- Minimum Increase. \$20 per week. (Effective salary minimum = \$1000/wk)

1A(5) -- Pay equity/top 10 % (Company proposal) -- Amend proposal to permit less than minimum increases (but not less than half) for unit employees with base salaries above \$150,000.

1B(1) & (2) -- Overtime -- For overtime-eligible employees only, pay for additional hours between 35 and 40 hours in a week at regular straight-time rates. Time-and-one-half rates after 40 hours.

1C -- pay equity language in anti-discrimination clause (union proposal) -- rejected. The union's proposal alters the legal standards. The current non-discrimination clause in the CBA already covers discriminatory pay practices.

1D -- COLA (company proposal) -- Amend proposal -- maintain current contract language except increase threshold for COLA trigger from 0.25% to 0.5%.

1E -- Comp time for travel (company proposal) -- maintain company proposal from proposal #5 - - comp time only for time spent traveling.

1F(1) -- Shift differential (union proposal) -- Counter -- increase shift differential to \$120 per week.

1F(2) -- standby pay (union proposal) -- Counter -- increase stand-by pay to \$180 per week for overtime eligible employees and \$220 per week for overtime exempt employees, with proportional increases in daily, weekend, and holiday rates.

2B -- Wage Tiers -- amount of increases (union proposal) -- increase minimums in current wage Tier schedule by 1% upon ratification (not retroactive). Increase tier minimums by 1% in each of the next two years.

6I(3) -- vacation sell-back threshold (union proposal) -- maintain company's proposal -- sell-back threshold increased to \$60,000 per year.

6P -- Incentive plans (union proposal) -- reject. Current contract process for reviewing changes in incentive plans does not need modification.