

DOW JONES & COMPANY, INC.

PROPOSAL #1

for a new collective bargaining agreement with

INDEPENDENT ASSOCIATION OF PUBLISHERS' EMPLOYEES,
CWA LOCAL 1096, AFL-CIO, CLC FOR THE
BOWLING GREEN, OHIO PRODUCTION PLANT EMPLOYEES

August 31, 2016

{The Company reserves the right to modify or withdraw any of the following proposals during bargaining. These proposals are made without prejudice to the Company'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.}

The following proposals are general principles to govern the new contract, and are not necessarily presented here as specific modifications of particular sections of the existing contract. It is understood between the parties that the contract language will be revised to conform to Agreements made and that wherever there is conflict between the current contract language and these general concepts, the language of this Agreement as expressed in a Memorandum of Agreement shall prevail, even if the specific language in the former contract is not properly modified in the drafting process due to oversight.

1. Arbitration (Article 5). The following will be added as subparagraph F:

F. In any arbitration under this contract, the Arbitrator may hear and decide any issues arising out of this Agreement, including any claims of unfair labor practices under the National Labor Relations Act. The parties agree that this section is intended to comply with the deferral requirements announced by the National Labor Relations Board (NLRB) in Babcock & Wilcox Construction Co., 361 NLRB 132 (2014) and provided further that nothing in this section precludes either party from filing charges of unfair labor practices with the NLRB.

2. Hours of Work (Article 8). Delete subparagraph D.

3. Seniority (Article 11). Revise as follows:

A. Update seniority list attached as Appendix A.

B. Revise subparagraph B as follows:

Seniority shall be deemed to be continuous unless terminated by:

(1) Discharge, layoff, resignation or retirement

~~(2) —Layoff which lasts longer than one year.~~

~~(3) — Failure to accept an offer of recall from layoff to the classification in which the Employee worked when laid off.~~

(24) Failure to return as scheduled from a leave of absence.

4. Layoff, Recall and Severance Pay (Article 12). Delete subparagraph C and any additional references to recall rights, including the last sentence of subparagraph D. Renumber accordingly.

5. Wages (Article 22). Revise Article 22 to provide for a wage freeze for the duration of the contract. Delete subparagraph E.

6. Duration (Article 27). Subject to the parties' agreement on wages, a three (3) year term, from July 1, 2016 through June 30, 2019. Modify all dates in the contract accordingly.