

DOW JONES & COMPANY
PROPOSAL #10

September 13, 2016

1A(1) — Compensatory Increase. Same.

1A(2) — Minimum Increase. Compensatory increase applied to \$1000/wk salary.

1A(5) & 1C — Pay Equity language. As proposed on Aug. 30 -- **awaiting response from the union.** Amend Article XX:

The Union and the Company agree to continue their policy of nondiscrimination as follows: the union shall not discriminate against Employees and applicants for employment or Union membership, and the Company shall not discriminate against Employees, including regarding compensation, for reasons of race, color, sex, sexual orientation, gender identity, creed, national origin, age, disability, handicap, veteran's status, union activity, or refusal to join in such activity. [remainder of paragraph unchanged]

1B(1) & (2) — Overtime. Suggest mutual withdrawal of proposals.

new 1B(3) -- **Premium Pay and Comp time.** Counter: (1) maintain current language re: working from home (Comp Time) and working in office or at location away from office (Premium Pay) except for scheduled newsgathering assignments (same as current); (2) when working from home, after first two hours, all time worked qualifies for Comp Time or Premium Pay including first two hours for all exempt employees (remove distinction for newsgathering employees); (3) amend Comp Time procedures to require that employees schedule Comp Time within sixty (60) days and make at least TWO attempts to schedule the Comp Time. If second attempt is rejected and Comp Time cannot be rescheduled within 60 days, then time becomes Premium Pay and employee may submit claim as premium pay; (4) agree that Comp Time must be scheduled separately from any already scheduled time off as of the date the Comp Time is earned, but once Comp Time is earned it must be scheduled first before other paid time off.

1D — COLA. Same.

1E — Comp. time for Travel. Same.

2B — Wage Tiers. To be resolved in conjunction with Compensatory increase.

3B — Canadian health plan premiums (union proposal) — Same

6N — Holiday Pay. Company proposal Aug. 30 -- Employee discretion to take pay for Holidays Labor Day and after. **Awaiting union response.**

6P — Incentive Plans. Same. Maintain current contract.

7 — Duration of agreement — Three year agreement -- retro to be determined.

ARTICLE XX — NONDISCRIMINATION

The Union and the Company agree to continue their policy of nondiscrimination as follows: the union shall not discriminate against Employees and applicants for employment or-Union membership. and the Company shall not discriminate against Employees, including regarding compensation, for reasons of race, color, sex, sexual orientation, creed, national origin, age, handicap, veteran's status, union activity, or refusal to join in such activity. The Company shall take affirmative action to promote the goals of this Article as regards race, color, sex, creed, national origin, age, handicap and veteran's status only. Nothing in this article overrides the provisions of Article X of this agreement.