

DOW JONES & COMPANY
PROPOSAL #11

September 27, 2016

1A(1) — Compensatory Increase. Minimum compensatory increase of 2% in each year of a three-year agreement. In the event the standard merit increase guidance for non-IAPE corporate staff exceeds 2% for FY2018 and/or FY2019 (increases on July 1, 2017 and July 1, 2018), the Company will agree to increase the minimum compensatory increase for IAPE-covered staff to match the non-union guidance for that fiscal year. [Example: the standard merit increase guidance for non-union corporate staff for FY2017 was 2% for increases effective July 1, 2016. If the standard merit increase guidance for non-union corporate staff were the same 2% for increases due effective July 1, 2017, there would be no adjustment. If the merit increase guidance for non-union corporate staff for increases effective July 1, 2017 were 2.25%, then the minimum IAPE contract increase would be adjusted to 2.25% for that year.] Any adjustment based on guidance for non-union staff would not affect any other wage rate in this Agreement, such as scales, minimums, shift differentials, and stand-by pay.