

DOW JONES & COMPANY
PROPOSAL #12

October 4, 2016

1A(1) — Compensatory Increase. 2/2/2 with upside based on Guidance:

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.

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

1B(3) — Premium Pay and Comp time. Still under discussion.

1D — COLA. **WITHDRAWN**. (Maintain current contract language)

1E — Comp. time for Travel. New contract clause. When employees travel for business during hours that qualify as “work time” under Department of Labor regulations (“Work Hours”): (a) overtime eligible employees shall be credited with all such Work Hours for purposes of their hours worked in the payroll week; (b) overtime exempt employees who could travel on their normal work day, but who choose to travel on their scheduled day off shall not receive any additional compensation; (c) for overtime exempt employees who are required to travel on their scheduled day off, any such Work Hours shall be treated as assignments away from home under Article II and may qualify for Comp Time and/or Premium Pay.

2B — Wage Tiers. Increase Tiers by 1% in each year of the agreement including retro to 7.1.16

3B — Canadian health plan premiums (union proposal). Company proposal except for 2017 all current Canadian employees (as of ratification) will receive a lump sum payment in January (or as soon as practicable after ratification) equal to the total premiums for the upcoming year.

7 — Duration of agreement -- Three year agreement -- retro to 7.1.16 as to wages and scales (no retro on shift differential or standby pay). Either party has option to terminate contract as of June 30, 20118 by giving notice in writing to the other party by December 31, 2017.