

DOW JONES & COMPANY
PROPOSAL #15 (All Open Issues)

November 4, 2016

A. Scheduled Wage Increases.

Year 1 (retroactive to July 1, 2016 for all employees active on payroll on the date of ratification as to wages and scales. No retro on shift differential or standby pay.) — 2% compensatory increase.

Year 2 (Effective July 1, 2017) — 2% compensatory increase (subject to paragraph B)

Year 3 (Effective July 1, 2018) — 2% compensatory increase (subject to paragraph B)

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.

B. Duration and Option to Terminate. The contract term shall run from July 1, 2016 through and including June 30, 2019, provided that either party may terminate the contract in its entirety by giving written notice to the other party on or before March 15, 2017 (to terminate the contract as of July 1, 2017) or March 15, 2018 (to terminate the contract as of July 1, 2018). In the event of early termination of this Agreement by either party, the parties shall meet and negotiate toward a new agreement under the same procedures that would apply in the absence of an early termination.

C. Future Incentive Program. It is the Company's intention to implement a company-wide incentive program during the term of this agreement. In the event that the Company implements such a program, it will provide IAPE with advance notice of the details. IAPE-represented employees will participate in the program subject to the same terms and conditions that apply to non-union employees of the Company.

D. Minimum Increase. \$20 per week in each year.

E. Scales. 1% increase each year.

F. Health Insurance.

1. **United States.** 2016 plans will remain in place through December 31, 2017. Premium rates will remain the same for IAPE-represented employees. Deductibles, co-payments, out of pocket maximums, and all other terms and conditions of the current 2016 plans will remain unchanged. Unit members will have the option to change plans during the upcoming open enrollment period.

2. **Canada.** 2017 plan as proposed with no premiums. 2018 plan as proposed with same premiums as for non-union employees.

G. Premium Pay and Comp time. (see separate sheet)

Process for Premium Pay/Comp. Time (for o/t exempt employees)

1. Employee works from a location away from home, or for more than two hours from home, on a Scheduled Day Off and therefore triggers compensation as Premium Pay and/or Comp Time.

Premium Pay

2. If Employee is entitled to Premium Pay for any portion of the hours worked, Employee submits claim for Premium Pay into online payroll system in WorkDay. The Employee should include an explanation for the Premium Pay request in the comments box within WorkDay. (The Employee may also send the Manager a note that a claim for Premium Pay has been submitted, although this is not necessary.) The Manager is required to submit (confirm) to payroll for payment, or reject the claim. If the claim is rejected, the Employee may contest the Manager's decision through the contractual grievance process.

Comp Time

3. If Employee is entitled to Comp Time for any portion of the hours worked, the Employee informs the Manager of the number of Comp Time hours claimed and/or records the number of Comp Time hours earned on some pre-established Company document or system.
4. Manager approves or denies the Employee's claim for Comp Time. If any portion of the claim is denied, the Employee may contest the Manager's decision through the contractual grievance process.
5. If the Comp Time is approved, then once the Employee has accumulated 7 hours of Comp Time, the Employee must make an attempt to schedule the Comp Day by entering the time-off request in the Time Off Calendar. The Manager must approve or deny the time-off request. If the request is approved, then the Employee takes the time off with pay. If an employee has not accumulated 7 hours of Comp Time within three months of the first hour earned then employee may cash out the Comp Time.
6. If a request to use available Comp Time is not approved, the Employee may attempt to reschedule the Comp Day, or after 60 days from the original request date, the Employee may cash out the Comp Time.
7. To cash out unused Comp Time, the Employee must (a) delete the Comp Time from the Comp Time tracking document/system; (b) send the Manager a note informing the Manager that the Employee is cashing out x Comp Time hours and converting to Premium Pay; then (c) submit via the online payroll system a request for Premium Pay for the number of hours originally worked (to be paid at 1.5x).
8. The Manager must approve or deny the submission for payment of Premium Pay. If the claim is denied, the Employee may contest the Manager's decision through the contractual grievance process.