

DOW JONES & COMPANY

PROPOSAL #9

August 30, 2016

1A(1) — Compensatory Increase. Same.

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

1A(5) & 1C — Pay Equity language. See attached.

1B(1) & (2) — Overtime. Suggest mutual withdrawal of proposals. Will discuss process for submitting requests for Premium Pay and Comp. Time via WorkDay.

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. Amend contract to provide that when an employee works on the day of a Holiday on or after September 1, the employee may choose to receive pay for one straight-time shift in lieu of another day off. Management retains discretion to grant pay or a day off for holidays worked earlier in the year, and management approval is needed to receive an additional day off after September 1.

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.