

IAPE TNG/CWA LOCAL 1096

COMPREHENSIVE PROPOSAL

for a new collective bargaining agreement
for the Bowling Green, Ohio Production Plant Employees

with

DOW JONES & COMPANY

October 5, 2016

(The Union reserves the right to modify or withdraw any of the following proposals during bargaining. These proposals are made without prejudice to the Union's position regarding the proper interpretation of the existing contract language or existing practices or policies. All proposals are part of a complete package, and no agreements reached during bargaining are final until agreement has been reached on all issues.)

Unless specifically noted in the following proposals, all calendar dates within the 2012-16 Agreement shall be adjusted to reflect the term of the new Agreement.

Article 12: LAYOFF, RECALL AND SEVERANCE PAY

Modify Section B as follows:

Layoff — Where layoffs are necessary, the Company ~~shall consider each Employee's seniority, performance, experience, and skill when determining which Employee will be laid off~~ agrees to follow the rule of seniority wherever possible and practicable. ~~When other factors are equal as determined by the Company, and provided that the Company's determination shall not be arbitrary, capricious nor discriminatory within the meaning of the Equal Employment Opportunity Article of this Agreement, the least senior Employee shall be laid off.~~

Severance Pay — *The Union accepts the Company's proposal to modify severance and retraining allowance language, but not the proposal to cap post-termination medical coverage at six months.*

Article 16: VACATIONS

The Union withdraws its proposal.

Article 18: HOLIDAYS AND PERSONAL DAYS

Modify Section E as follows (revised/corrected IAPE proposal):

Each full-time Employee may have ~~three (3)~~ **four (4)** Personal Days off with pay to be scheduled with Company approval. Personal Days must be selected no later than November

1 of each year. Any remaining Personal Days not scheduled by November 1 will be assigned at the discretion of the Company.

Article 21: DOW JONES & COMPANY BENEFITS

Modify Section B as follows:

Additional benefits not mentioned in this Agreement which are generally applicable to Dow Jones' employees under the Company's "Active Summary plan Description" posted on the Dow Jones Benefits Center's website as revised from time-to-time, shall be continued subject to ~~the Company's right to amend, modify or discontinue such benefits pursuant to the terms of those plans or policies. Where the terms of this Agreement differ from the Company's "Active Summary plan Description" this Agreement shall control~~ the provisions of the current "National" collective bargaining agreement between IAPE and Dow Jones & Company.

Article 22: WAGES

Modify minimum salaries in Section A to reflect increases provided in Section C.

Modify Section C to reflect 3% compensatory increases in the first contract year, and 3.5% in each the second and third years.

Article 27: DURATION

Modify this Article as follows:

This Agreement shall be effective from the 1st day of ~~January 2006~~ July 2016, through the 30th day of June ~~2016~~ 2019.

Appendix A: SENIORITY LIST

Modify Appendix A to reflect current roster of employees.