

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:

Union withdraws proposal to modify seniority language.

Severance Pay & Benefits — Per our discussion, the Union would be willing to accept the following:

- Severance pay -- 2 weeks per year, 52 weeks maximum.
- Retraining allowance: \$3,500
- Post-termination healthcare: the better of maximum eight months' coverage or the then-current corporate plan.

Article 18: HOLIDAYS AND PERSONAL DAYS

The Union withdraws proposal to add a personal day.

Article 21: DOW JONES & COMPANY BENEFITS

Modify Section B to reflect coverage under the corporate plan for 2017 and the provisions of the current "National" collective bargaining agreement between IAPE and Dow Jones & Company for 2018 and 2019.

Article 22: WAGES

The Union withdraws proposal to increase minimum rates of pay.

Modify Section C to reflect 2% compensatory increases in each year of the contract, retroactive to July 1, 2016.

Lump sum payment equivalent to 0.5% of salary upon ratification of this contract.

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.