

IAPE TNG/CWA LOCAL 1096

PROPOSAL #10
for a new collective bargaining agreement with

DOW JONES & COMPANY

August 30, 2016

1. **Wages & Hours**

A. Increase wages as follows.

Article IV - Compensatory Increase, Section A:

- effective July 1, ~~2014~~ 2016: ~~2%~~ 3.5%
- effective July 1, ~~2012~~ 2017: ~~2%~~ 4.5%
- effective July 1, ~~2013~~ 2018: ~~2%~~ 4.5%

Article IV - Compensatory Increase, Section C:

Minimum Increase: Notwithstanding the above provision, or those found in Article III, each full-time Employee shall receive an increase of at least ~~\$20~~ \$35 per week effective July 1, ~~2014~~ 2016; at least ~~\$20~~ \$45 per week effective July 1, ~~2012~~ 2017; at least ~~\$20~~ \$45 per week effective July 1, ~~2013~~ 2018.

B. Overtime.

The Union accepts the Company's suggestion for a mutual withdrawal of proposals, but only if we can reach agreement on a workable premium pay and comp time filing and record-keeping system.

C. Pay Equity.

The Union recognizes the Company's suggestion for a mutual withdrawal of proposals, and suggests the following language as an addition to the current Nondiscrimination section:

“Discrimination in pay is subject to this provision.”

D. COLA.

No change to Union position (no change to current language).

E. Comp Time for Travel.

No change to Union position (for required SDO travel, the provisions of Article II should apply).

F. Shift Differential and Standby Pay.

The Union accepts the Company's proposals from August 23, 2016 (Dow Jones Proposal #8).

2. Job Classifications

A. Excluded Positions

The Union and the Company continue to address specific exclusion and job classification issues in an away-from-the-table subcommittee.

B. Classifications and Scale Increases

The Union revises its proposals for job classifications and scale increases as follows:

All job titles and descriptions negotiated in Classification Committee during the term of the 2010-14 Agreement (including the extension years 2014-15 and 2015-16) shall be incorporated into the new Agreement.

No increase in wage tiers and scales during the first year of the new Agreement. All wage tiers and scales shall be adjusted at a rate equivalent to half the compensatory increase in years two and three of the new Agreement.

3. Benefits

A.1 Health Plan

Tentative agreements on health coverage for employees in the United States, per the Company's August 23, 2016 proposal (Dow Jones proposal #8), pending agreement on wage package.

Physical fitness reimbursement.

The Union accepts the Company's position on physical fitness reimbursement (Dow Jones proposal #8, August 23, 2016).

B. Canadian Health Plan.

(Same) The Union maintains its proposal for premium-free healthcare for employees in Canada. **Comparing take-home pay, US and Canadian employees, an employee in Canada earning \$60,000 compared to the same in the U.S. (“regular” federal and state/provincial deductions), and using current exchange rates, net pay for the employee in Canada is approximately \$7,500.00 less per year than that of her/his U.S.-based colleague.**

6. Contract Administration Issues

I. Unused Vacation Time.

The Union accepts the Company’s position on vacation carryover (Dow Jones proposal #8, August 23, 2016).

N. Holidays.

The Union is interested in the Company’s “For Discussion” item from proposal #8.

P. Special Committees.

The Union maintains its proposal to modify the Incentive Committee clause as follows:

Incentive Committee. There will also be a joint standing committee created with equal representation from the Union and the Company concerning incentive plans. Under the contract, forty-five (45) days’ notice must be given to the Union concerning a change, modification or termination of an incentive plan. Any notice given under this provision will be referred to the joint standing committee. The Union may refer any question concerning the plans at any time to the joint standing committee. ~~The Company reserves all rights to make the final decision concerning the incentive plans.~~

Q. Emergency Child Care.

The Union accepts the Company’s position on emergency child care (Dow Jones proposal #8, August 23, 2016).

6. Duration and Renewal

The Union maintains its proposal for a three-year agreement in effect from July 1, 2016 to and including June 30, 2019.