

IAPE TNG/CWA LOCAL 1096

PROPOSAL #11  
for a new collective bargaining agreement with

DOW JONES & COMPANY

October 4, 2016

1. **Wages & Hours**

A. **Increase wages as follows.**

Article IV - Compensatory Increase, Section A:

- effective July 1, ~~2011~~ 2016: 2%
- effective July 1, ~~2012~~ 2017: ~~2%~~ 2.5%
- effective July 1, ~~2013~~ 2018: ~~2%~~ 2.5%

**Lump sum payment equivalent to 1% of annual salary upon ratification.**

**Additional lump sum payments equivalent to 1% of annual salary when News Corp pays a dividend to shareholders.<sup>1</sup>**

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 per week effective July 1, ~~2011~~ 2016; at least ~~\$20~~ \$25 per week effective July 1, ~~2012~~ 2017; at least ~~\$20~~ \$25 per week effective July 1, ~~2013~~ 2018.

A.5 & C **Pay Equity Language/Nondiscrimination**

The Union accepts the Company's proposal to amend Article XX (from Dow Jones proposal 10, September 13, 2016).

B.3. **Premium Pay and Comp Time**

No change to Union proposal (Premium Pay/Comp Time Proposal No. 2, dated September 16, 2016).

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<sup>1</sup> Dividends may be paid twice each year. Dow Jones may make payments equivalent to 0.5% of salary to employees at the same time, or pay equivalent of 1% of salary in one lump sum.

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).

**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.

**All wage tiers and scales shall be adjusted at a rate equivalent to half the compensatory increase in each year 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.

B. Canadian Health Plan.

**On January 1, 2017, 2018 and 2019, current IAPE-represented employees in Canada shall receive lump sum payments equivalent to the annual amount to be charged for that year's health care and dental plan premiums.**

**6. Contract Administration Issues**

N. Holiday Pay

The Union accepts the Company's proposal -- Employee discretion to take pay for Holidays Labor Day and after (from Dow Jones proposal 10, September 13, 2016).

P. Special Committees.

**The Union withdraws its proposal to modify incentive committee language.**

**7. Duration and Renewal**

**The Union proposes a three-year agreement in effect from (and with pay increases retroactive to) July 1, 2016 to and including June 30, 2019. The Union shall have the option to terminate the final year of the Agreement upon notice to the Company on or before December 31, 2017.**