

IAPE TNG/CWA LOCAL 1096

PROPOSAL #12
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%

- **Effective upon ratification, lump sum payment equivalent to 1% of annual salary.**
- **Effective July 1, 2017, lump sum payment equivalent to 0.5% of annual salary.**
- **Effective July 1, 2018, lump sum payment equivalent to 0.5% of annual salary.**

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.

B.3. Premium Pay and Comp Time

Under discussion.

E. Comp Time for Travel.

Union accepts Company proposal for new contract clause (Company proposal #12).

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

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 (or as soon as practicable after ratification) and 2018, 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.

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.