

IAPE TNG/CWA LOCAL 1096

PROPOSAL #13
for a new collective bargaining agreement with

DOW JONES & COMPANY

November 1, 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% subject to “Duration” agreement**
- effective July 1, ~~2013~~ 2018: **2% subject to “Duration” agreement**
- **Effective upon ratification, lump sum payment of \$1,000 to all IAPE-represented employees.**
- **IAPE and Dow Jones commit to working on an additional form of incentive compensation based on a benchmark that is transparent and verifiable, so that IAPE-represented employees share in the upside when times are good.**

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

B.3. Premium Pay and Comp Time

Under discussion.

2. Job Classifications

A. Excluded Positons

The Union and the Company continue to address specific exclusion and job classification issues in an away-from-the-table subcommittee. **Question: on new reporter scale -- will reporters be placed in the new scale based on current salary levels, as we did with the 2011 Tier Restructuring?**

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 contract term shall run from July 1, 2016 (with pay increases retroactive to July 1, 2016) through and including June 30, 2019, provided that either party may terminate the contract in its entirety by giving written notice to the other party on or before March 15, 2017 (to terminate the contract as of July 1, 2017) or March 15, 2018 (to terminate the contract as of July 1, 2018). In the event of early termination of this Agreement by either party, the parties shall meet and negotiate toward a new agreement under the same procedures that would apply in the absence of an early termination.