

IAPE TNG/CWA LOCAL 1096
PROPOSAL #14
for a new collective bargaining agreement with
DOW JONES & COMPANY

November 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% subject to “Duration” agreement
- effective July 1, ~~2013~~ 2018: 2% subject to “Duration” agreement

- 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.

- **Upon ratification of this agreement, lump-sum payment of \$500 to each IAPE-represented employee.**

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 -- In response to Company “discussion” document:**

Paragraph 5 -- Union proposal: If an employee has earned Comp Time but not accumulated a full seven hours’ worth, employee may request the equivalent amount in Premium Pay once three months have passed without earning additional Comp Time hours.

Union concern: “Once employee has accumulated 7 hours” -- need to write protections for the employee who rarely works SDOs. Ex: if employee earns three hours in February and can’t claim a full day’s pay, but doesn’t work again for the rest of the year, employee should not lose those hours.

Paragraph 6 -- Union proposal: If an employee uses previously scheduled vacation time during 60-day Comp Time scheduling period, employee may request Comp Time paid as Premium Pay.

Union concern: Need protections for the employee who goes on vacation during this time. Ex: employee earns a comp day. Employee has vacation days scheduled in two months' time. Employee hasn't been able to take comp day, goes on vacation, is busy trying to catch up upon return. Employee should not be penalized for taking regular vacation -- should receive pay for comp day.

2. Job Classifications

A. Excluded Positions

Union accepts new reporter scale -- all issues resolved.

B. Classifications and Scale Increases

Scales. 1% increase each year.

3. Benefits

E. Health Insurance.

1. **United States.** 2016 plans will remain in place through December 31, 2017. Premium rates will remain the same for IAPE-represented employees. Deductibles, co-payments, out of pocket maximums, and all other terms and conditions of the current 2016 plans will remain unchanged. Unit members will have the option to change plans during the upcoming open enrollment period.

2. **Canada.** 2017 plan as proposed with no premiums. 2018 plan as proposed with same premiums as for non-union employees.

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.