

DOW JONES & COMPANY

PROPOSAL 4 (Benefits, Healthcare and Compensation)

August 8, 2023

All Company proposals remain unchanged except as provided below. All Company responses to union proposals remain unchanged except as modified below.

Benefits Issues (other than healthcare)

Vacation sell-back (Union prop. #36) – The Company counter-proposes to increase the threshold for selling back a vacation week to **\$1,300/wk.** (Same as the threshold for the minimum pay increase.)

Vacation Accrual Date (Company Prop 4-A) (applicable to payout of accrued and unused vacation time upon separation from employment) to provide that each month will accrue if the employee is an active employee on the 15th day of the month.

Bereavement Leave (Union Prop #52) -- The company will **AGREE** to modify the policy (which will remain part of a list of Company benefits in which IAPE-represented employees participate subject to the Company's ability to implement future changes without further bargaining) to provide for up to 5 days of leave per death, including the day of the funeral, and to remove restrictions on the familial relationship between the employee and the deceased.

Parental Leave (Union Prop #53) -- The company will **AGREE** to modify the policy (which will remain a Company benefit in which IAPE-represented employees participate subject to the Company's ability to implement future changes without further bargaining) to eliminate the distinction between primary and secondary caregivers. This will grant all employees 20 weeks of paid leave regardless of primary/secondary caregiver status. Note that the policy is subject to the same qualification period and all other terms of the existing policy.

The Company continues to reject the following union proposals:

- #33 -- Expanding the employee's choice to take cash rather than another day off after working on a Holiday during the first half of the year.
- #34 – adding a 6th week of vacation.
- #35 – expanding payment for unused vacation days upon termination
- #37 & 38 – vacation carry-over.
- #39 – notice of increase in vacation entitlement (this is already in Workday).
- #40 – vacation errors.

- #58 – 401K plan changes.

HealthCare Issues

- Healthcare plan changes have been minimal over the past several years. Employee premium percentages have not been increased in the last three years.
- The Company proposes to maintain current plan design elements for all plans¹ for 2024, except for employee premiums. Premium percentages will be modestly increased according to the separately provided table.
- Plan design changes for future years will be capped at specific levels as provided for in the separately provided table. The Company may choose not to implement such changes after 2024, but will not exceed the maximum listed levels. These proposed maximum changes are consistent with the current contract sideletter, which has been in effect for the past four years.

Responses to specific Union proposals re: Healthcare issues:

Option to opt-in to future plan enhancements. (Union Prop #45). Subject to further discussion.

Doula coverage (Union Prop #46). The Company is willing to discuss the introduction of this benefit for 2025. Since Doula coverage is not “medically necessary” within the Aetna plan, it must be provided outside the Aetna medical plan and it must be a taxable benefit. Note that this will require that employees disclose to the company the fact that they are using the Doula services.

In-Network reimbursement rate for out-of-network mental health services (Union Prop #47). The Company will **AGREE** to apply in-network reimbursement percentages (subject to the Aetna R&C and other plan terms) for out-of-network providers for mental health services. We understand the issue about finding in-network providers. This is a significant plan amendment, but if this is important to our IAPE-represented employees the Company is willing to make the change.

Changing EAP Provider and increasing the number of free sessions (Union Prop #49). The union has proposed to change to BetterHelp as our EAP provider. The Company declines to change providers. The union also proposed to increase the number of free sessions from 10 to 12. Current usage data is that the average number of sessions is less than 4 (except for on-site services, which average about 8). There is no need to increase the number of free sessions.

¹ Except as required by IRS regulations or other applicable law, including an increase in the CDHP plan deductible levels under new IRS regs.

“Pride Counseling” (Union Prop #50). This is already included in our EAP and our Aetna mental health coverage. No need for any changes.

Travel reimbursement (Union Prop #51). This is already included in our current coverage. The Company is not aware of any issues that have arisen under the current policy that would require any structural change.

Compensation Issues

General Compensatory Increase (Company Proposal 1-A/Union Prop #15).

2023 – 3.0%

2024 – [To be negotiated]

2025 – [To be negotiated]

Minimum Increase (Company Proposal 1-B/Union Prop #17) – The Company proposes that the minimum increase should be the general compensatory increase applied to a salary of \$1,300/wk.

Additional Responses to pending union proposals from Aug. 3

Comp Time on Regular Work Day (Union Prop #5) – The Company rejects the proposal (as modified on Aug. 3) to provide Comp Time for overtime exempt employees who work beyond 10 hours on a regularly scheduled work day.

Experience Credit/ Slotting – Union #9 – The Company **AGREES** to modify the contract regarding the issuance of experience credit to provide that, in all cases, employees will be slotted into the scales for a classified position at the scale step closest to, but less than, the employees’ actual pay rate. Note that modifications to pay rates occurring on or after January 1 of any calendar year will not affect the employee’s movement to the next scale step in the immediately following July 1 compensation cycle, as is the case currently. Additional discussion about the specific changes needed to the CBA language will follow.

Temp Employees/Probation – Union #54 – Reject Union proposal to exempt former Temp CWRs from a probation period upon full-time hire.

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