

IAPE TNG/CWA LOCAL 1096

PROPOSAL #4

Select Issues

August 3, 2023

(The Union reserves the right to modify or withdraw any of the following proposals during bargaining. These proposals are made without prejudice to the Union's position regarding the proper interpretation of the existing contract language or existing practices or policies. All proposals are part of a complete package, and no agreements reached during bargaining are final until agreement has been reached on all issues.)

All union proposals remain unchanged except as provided below.

Responses to Company Proposals:

Clarification re: Post-July 1 increases (Company June 13 proposal 1.G.) – the Union recognizes and agrees with the Company's description of calculation of post-July 1 pay increases and appreciates the Company's offer to withdraw this proposal.

Interns (Company June 13 proposal 4.C. and subsequent discussions) – the Union accepts the Company's response to IAPE's July 25 proposal and agrees to a 15-month cumulative cap on Interns as employees excluded from the bargaining unit.

Notice of Meetings (Company June 13 proposal 4.D. and subsequent discussions) – the Union requests the following information: Please provide the total number of disciplinary, investigatory, and discharge meetings involving IAPE-represented employees, whether they were accompanied by IAPE representatives or not, for 2018, 2019, 2020, 2021, and 2022

Experience Credit/Scale Slotting (Union June 13 proposal Article III, No. 3) – the Union counters the Company's proposal (June 27) to grant experience credit for “a newly hired employee” with the following:

For **any** employee, whose job is in a classified title, the employee will be granted experience credit sufficient to place the employee at the scale step (e.g., A, B, C, or D) closest to, but less than, the employee's base pay rate.

Retraining Allowance (Union June 13 proposal Article VI, No. 3 and subsequent discussions) – the Union accepts the Company's counter proposal to increase retraining allowance by \$1000 at each benefit level.

Union Proposals:

Article II - Hours and Overtime

Modify June 13 proposals as follows:

- 1) Overtime - add new section:

Employees shall not be disciplined or negatively impacted for refusing to work in excess of fifteen (15) overtime hours during any work week.

Proposal withdrawn

- 2) Compensatory Time Off - add new section:

Extraordinary Hours Worked. When an overtime exempt Employee is assigned by their supervisor to perform work in excess of seven (7) hours on a regular work week day and such work requires more than three (3) ~~or more~~ additional hours, the Employee will be granted Comp Time for ~~all additional hours time~~ worked in excess of three hours.

- 3) Add new section

An overtime-eligible employee required to work in a Dow Jones office or away from home more than two hours overtime in any single day or an overtime-exempt employee required to work in a Dow Jones office or away from home nine or more hours in any single day shall be entitled to \$40 dollars meal allowance. Any employee, regardless of overtime status, required to work in a Dow Jones office or away from home on a scheduled day off shall be entitled to \$40 dollars meal allowance for every four hours of working time. The parties agree that this meal allowance is provided solely for the convenience of Dow Jones to enable the employee to work the Employer's desired overtime assignment, and that meals provided for by this meal allowance are intended to be consumed at the Dow Jones office or other location away from home.

Proposal withdrawn

Article XV - Part Time and Temporary Employees

Modify June 13 proposal as follows:

- 1) Revise Section H (or Article VI - Job Security) to provide for recognition of that a temporary employee's first day of performing work for Dow Jones ~~as a temporary employee shall be their hire date upon~~ after conversion to Covered Temporary Employee status ~~will not be considered probationary and all just cause protections will apply for the Employee.~~