

IAPE TNG/CWA LOCAL 1096

PROPOSAL #12

Classification Subcommittee

October 26, 2023

Classification Proposals

1) The union proposes adoption of 'E' and 'F' scale steps for the following classified positions:

- Customer Service Associate
- All Analyst GFO titles (non-senior)
- Content Analyst
- Content Autocoding Specialist
- Content Extraction Specialist
- Content Information Specialist
- Content Licensing Specialist
- Content Ops Specialist
- Content Quality Analyst
- Data Integrity Analyst
- Research Analyst
- Research Editor

2) The union accepts the company's October 6, 2023 response to union proposals for tier adjustments and new Reporter scale.

3) The union accepts the company's August 31, 2023 response to union proposals to modify Article XVI:

Procedure for slotting newly-classified jobs. Counter-Proposal: For any employees in a job title that the Company and the union agree should be classified on a date before the date of any scheduled pay increase cycle, and where the parties later agree to a Tier assignment for the newly-classified title, the Company agrees to retroactively apply the applicable scale step increase to such employees as of the effective date of the general compensatory increase for that pay increase cycle. [Modified Proposal]