

IAPE TNG/CWA LOCAL 1096

PROPOSAL NO. 13

Select Issues

November 2, 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. All Union responses to Company proposals remain unchanged except as modified below.

Health Insurance

Plan Design. The union offers the following counter proposals for maximum plan design changes. Areas where the union's proposal differs from the company's are highlighted in **red text**.

Choice POS II Provision	2023 Plan Design	Company Proposal 10-A	IAPE Proposal 11/2/23
Deductible	\$600 / \$1,200		
PCP Visit	\$35 copay		
Specialist Visit	\$50 copay		
Emergency Room	20% after \$300 copay		
Coinsurance	20%		
OOP Maximum (Incl. Deductible)	\$4,000 / \$8,000		
Pharmacy plan design			
Rx Deductible	N/A		
Retail Rx: Generic	\$10 copay		

Retail Rx: Brand	30% coinsurance		
	(\$30 min, \$75 max)		
Retail Rx: Non-formulary	50% coinsurance		
	(\$50 min / \$100 max)		
Mail Rx	2 times retail		
Rx OOP Maximum	\$3,000 / \$6,000		

CDHP Plan Provision	2023 Plan Design	Company Proposal 10-A	IAPE Proposal 11/2/23
Employer Funding Amount	\$500/\$1000		
In-network plan design			
Deductible	\$1500/\$3000 (\$1600/\$3200 for '24)		
PCP Visit	20% after deductible		
Specialist Visit			
Emergency Room			
Coinsurance	20%		
OOP Maximum (Incl. Deductible)	\$4,000 / \$8,000		
Pharmacy plan design			
Rx Deductible	Combined with medical		
Retail Rx: Generic	Preventative Rx at no cost. 20% after deductible (\$75 max for generic)		
Retail Rx: Brand			

Retail Rx: Non-formulary	and brand, \$100 max for non-formulary)		
Mail Rx	2 times retail		
Rx OOP Maximum	Combined with medical		

* OOPM for individuals on a family contract will be embedded at the lesser of the family OOPM or the individual maximum allowable OOPM, as defined by the ACA

Compensation

Cost of Living Adjustment (COLA). Modify proposal regarding maximum adjustments as follows:

If the COL exceeds the scheduled compensatory increase by more than a half-percent (0.5%), then the compensatory increase will be further adjusted by one-half of the amount by which the COL exceeds the scheduled compensatory increase by more than 0.5%, up to a total maximum cost-of-living adjustment of ~~0.75%~~ **1.5%**, with all numbers rounded to two decimal places

Withdraw proposal to adjust computation of the cost of living (the lookback period).

Job Security

Hold seniority window/band proposals and out-of-seniority severance pay pending outcome of department structure discussions.

Agree to company October 19, 2023 proposal 3D:

Layoffs involving outsourcing. Remove the contractual requirement for 45-days' notice where the outsourcing does not trigger the obligation for a 2-week consultation period.

Proposals Withdrawn

Article II - Hours and Overtime Compensatory Time Off - withdraw proposal to pay comp time for extraordinary hours worked during the regular workweek.

Article XXIV - Miscellaneous Appearance fees and panel appearances - withdraw proposal to allow employees to negotiate fees for appearances on non-Dow Jones programs.

Article XXIV - Miscellaneous Princeton shuttle - with the understanding that the company will continue to reimburse employees for Uber/Lyft/Taxi service between the Princeton Junction train station and Dow Jones offices in Princeton/South Brunswick, withdraw proposal to include in the CBA a reference to shuttle service and reimbursement of fees.

Article XXIV - Miscellaneous Personal expenses incurred as a result of assignment - withdraw proposal to include contractual requirement for reimbursement of expenses incurred as a result of last-minute assignments.

Article XXIV - Miscellaneous Office equipment - withdraw proposal for contractual requirement to provide dedicated desk space for Employees with specific ergonomic and/or accommodation requirements.

Article XXIV - Miscellaneous Social media - withdraw proposal regarding required use of personal social media accounts.