

DOW JONES & COMPANY

PROPOSAL #11
(select issues)

November 9, 2023

The Company’s proposals and responses on all issues not addressed in this proposal remain unchanged.

1. **Return-to-Office (RTO).** -- Company 4-E (and Union #73. Art. XXIV-(2; tenth bullet)).

The sideletter negotiated in 2022 regarding, among other RTO items and the process for notification of departmental policy changes regarding days of work in the office, shall be terminated, except for the following provision (as modified) which will remain in effect for the term of the Agreement:

- If any departmental plan is implemented or changed to require more days per week/month of in-office work, the Company will provide employees and the union with not less than 30-days’ notice.
- The Company agrees that the in-office requirement shall not exceed 3 days through **March 31, 2024. [Modified Proposal]**

2. **Health Care Plan Design.** Company 2-A. [Union #44]

The Company can accept the union’s most recent counter-proposals (Union Proposal #13) except for the two items highlighted below, subject to final agreement on Premiums.

POS II Plan

Choice POS II Provision	2023 Plan Design	11.2 Union prop. 13	Company Proposal11
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		

3. **Department List.** Union #24 & 25 - Art VI-(4)&(5). Subject to agreement on Company Proposal 3-A (as indicated in Union proposal #13):

In order to provide unit members with the appropriate level of job protection based on their length of service, the definition of a “Department” in the contract will be modified as follows:

ARTICLE VI – JOB SECURITY

K. “Department” for purposes of this Article means the area of the Company in which the Employee in question works and which has been designated by the Company as a distinct functional/operational group. The names of such departments and the employees in each will be included in periodic reports provided to the union and may be updated in advance of any layoffs.

In response to the union’s proposals to merge certain current departments (based on Department Heads), the Company responds as follows with respect to the WSJ News Department. Responses for other business areas will follow separately:

Location	Department Name (business)	January Department Head	Current Department Head	Merge?	Notes
NYC	Art & Design Desk (1	Holmes, Lindsay K.	Lindsay Holmes	Yes	
NYC	Art & Design Desk (1	Nichols, John Arthur	John Nichols	Yes	
NYC	Art & Design Desk (1	Reynolds, Kayla	Kayla Reynolds	Yes	
NYC	Audio Desk (1000.15	Jessica Fenton	Jessica Fenton	No	Separate Roles/functions
NYC	Audio Desk (1000.40	Katherine Milsop	Katherine Milsop	No	Separate Roles/functions
NYC	Audio Desk (1000.40	Melony Roy	Melony Roy	No	Separate Roles/functions
NYC	Audio Desk (1000.40	Zinsli, Christopher Jeffer	Christopher Zinsli	Yes	
NYC	Audio Desk (1000.40	Saloway, Scott	Scott Saloway	Yes	
NYC	Audio Desk (1000.15	Saloway, Scott	Scott Saloway	Yes	
NYC	Audio Desk (1000.15	Saloway, Scott	Scott Saloway	Yes	
NYC	Chief News (1000.40	Hyatt, Edward	Edward Hyatt	Yes	
NYC	Chief News (1000.40	Jeffers, Tess	Tess Jeffers	Yes	
NYC	Chief News (1000.40	Johnson, Kimberly S.	Kimberly Johnson	Yes	
NYC	Chief News (1000.40	Oberman, Jim	Jim Oberman	Yes	
NYC	Chief News (1000.40	Harry Carr	Harry Carr	Yes	
NYC	Chief News (1000.40	Beth Schepens	Beth Schepens	Yes	
NYC	Chief News (1000.40	Carrie Reynolds	Carrie Reynolds		team is now under Digital Strategy
NYC	Chief News (1000.40	Kamping-Carder, Leigh	Leigh Kamping-Carder		Team is moved to Digital Strategy

NYC	China Bureau (1000.	Kubota, Yoko	Yoko Kubota	Yes	
NYC	China Bureau (1000.	McFarland, Sofia	Sofia McFarland	Yes	
NYC	Cybersecurity (1000.	Nash, Kim	Kim Nash	Yes	
NYC	Cybersecurity (1000.	Sloan, Rob Antony	Rob Sloan	Yes	
NYC	Digital News Desk (1	Hedlund, Patrick	Patrick Hedlund	Yes	
NYC	Digital News Desk (1	Lin, Cynthia	Cynthia Lin	Yes	
NYC	Digital News Desk (1	Hedlund, Patrick	Patrick Hedlund	Yes	
NYC	Digital Strategy (1000	Kwong, Robin	Robin Kwong	Yes	
NYC	Digital Strategy (1000	Reynolds, Carrie Chase	Carrie Reynolds	Yes	
NYC	Digital Strategy (1000	Kamping-Carder, Leigh	Leigh Kamping-Carder	Yes	
NYC	Chief News (1000.40	Carrie Reynolds	Carrie Reynolds	Yes	Moved from Chief News
NYC	Chief News (1000.40	Kamping-Carder, Leigh	Leigh Kamping-Carder	Yes	Moved from Chief News
NYC	Finance News Burea	Cimilluca, Dana G.	Dana Cimilluca	No	Separate based on roles
NYC	Finance News Burea	Reilly, David	David Reilly	No	Separate based on roles
NYC	Google - News Video	Forelle, Charles	Charles Forelle	No	No longer has anyone
NYC	Google - News Video	Rosen, Daniel	Daniel Rosen	No	The Google News positions are not a traditional department and the positions are both different from mainstream news department jobs but also the positions are dependent on the Google funding. Not appropriate to be lumped in with either each other or the general newsroom
NYC	Google - News Video	SHIM, JESSICA	JESSICA SHIM	No	
NYC	Google - News Video	Jo Craven McGinty	Jo Craven McGinty	No	
NYC	Google - News Video	Wilson Rothman	Wilson Rothman	No	
NYC	Google - News Video	Marie Beaudette	Marie Beaudette	No	
NYC	Health & Science (10	Freeman, David	Patrick McGroarty	No	
NYC	Health & Science (10	McGroarty, Patrick	Patrick McGroarty	No	Separate Beat within Health & Science
NYC	Health & Science (10	Rockoff, Jonathan	Jonathan Rockoff	No	Separate Beat within Health & Science
NYC	Health & Science (10	Jo Craven McGinty	Jo Craven McGinty	No	Separate Beat within Health & Science
Washingt	Health & Science (10	Freeman, David	Patrick McGroarty	No	
Washingt	Health & Science (10	Rockoff, Jonathan	Jonathan Rockoff	No	Separate Beat within Health & Science
Washingt	Health & Science (10	Jo Craven McGinty	Jo Craven McGinty	No	Separate Beat within Health & Science
NYC	Information Graphics	Calderon, Angela	Angela Calderon	Yes	
NYC	Information Graphics	Cowan, Tonia Ann	Tonia Cowan	Yes	
NYC	Information Graphics	Friedman, Dov A.	Dov Friedman	Yes	
NYC	Information Graphics	Taylor Umlauf	Taylor Umlauf	Yes	
NYC	Information Graphics	Roque Ruiz Gonzalez	Roque Ruiz Gonzalez	Yes	
NYC	Information Graphics	Maureen Linke	Maureen Linke	Yes	
NYC	Information Graphics	Peter Santilli	Peter Santilli	Yes	
Washingt	Investigative (1000.4	Barry, Rob	Rob Barry	No	Separate Groups w/in Investigative
Washingt	Investigative (1000.4	Siconolfi, Michael	Michael Siconolfi	No	Separate Groups w/in Investigative
NYC	Investigative (1000.4	Barry, Rob	Rob Barry	Yes	Will shrink from 3 departments to 2
NYC	Investigative (1000.4	McGinty, Tom Paul	Tom McGinty	Yes	
NYC	Investigative (1000.4	Siconolfi, Michael	Michael Siconolfi	No	General Investigative
NYC	Life & Work (1000.10	Rothman, Wilson James	Wilson Rothman	No	Separate Beats/specialties w/in Life &
NYC	Life & Work (1000.10	Thompson, Adam M.	Adam Thompson	No	Separate Beats/specialties w/in Life &
NYC	Life & Work (1000.10	Olshan, Jeremy E.	Jeremy Olshan	No	Separate Beats/specialties w/in Life &
NYC	Life & Work (1000.10	Ken Brown	Ken Brown	No	Separate Beats/specialties w/in Life &
NYC	Life & Work (1000.40	Cook, Lynn Jolie	Lynn Cook	No	Separate Beats/specialties w/in Life &

NYC	Life & Work (1000.40)	White, Erin	Erin White	No	
San Fran	Life & Work (1000.40)	Cook, Lynn Jolie	Lynn Cook	No	Separate Beats/specialties w/in Life &
San Fran	Life & Work (1000.40)	White, Erin	Erin White	No	Separate Beats/specialties w/in Life &
Washingt	Life & Work (1000.40)	Cook, Lynn Jolie	Lynn Cook	No	Separate Beats/specialties w/in Life &
Washingt	Life & Work (1000.40)	White, Erin	Erin White	No	Separate Beats/specialties w/in Life &
NYC	Live Journalism (100)	Last, Kim	Kim Last	Yes	
NYC	Live Journalism (100)	Prapuolenis, Emily	Emily Prapuolenis	Yes	
NYC	Live Journalism (100)	Rafdal, Anna M.	Anna Rafdal	Yes	
NYC	Markets Americas (1)	Kuriloff, Aaron Samuel	Aaron Kuriloff	No	Different focus/speciality - significant
NYC	Markets Americas (1)	Pollock, Lauren M.	Lauren Pollock	No	Different focus/speciality - significant
NYC	Newswires - News (1)	Chu, Patrick	Patrick Chu	Yes	
NYC	Newswires - News (1)	Dewet, Mary	Mary Dewet	Yes	
NYC	Newswires - News (1)	Lomanto, Dorene	Dorene Lomanto	Yes	
NYC	Newswires - News (1)	Daniel Papp	Daniel Papp	Yes	
NYC	Newswires - News (1)	Paul Ziobro	Paul Ziobro	Yes	
NYC	Off Duty Weekend (1)	Hrabi, Dale William	Dale Hrabi	No	Specialty groups in Off Duty
NYC	Off Duty Weekend (1)	Miller, Mike W.	Mike Miller	No	Specialty groups in Off Duty
NYC	Off Duty Weekend (1)	ZARRELLA, KATHARIN	KATHARINE ZARRELLA	No	Specialty groups in Off Duty
NYC	Off Duty Weekend (1)	Myles Tanzer	Myles Tanzer	No	Specialty groups in Off Duty
NYC	Off Duty Weekend (1)	Dana Kien	Dana Kien	No	Specialty groups in Off Duty
NYC	Print News Desk (100)	Lambert, Wade W.	Wade Lambert	Yes	
NYC	Print News Desk (100)	Layer, Timothy	Timothy Layer	Yes	
NYC	Professional News (1)	Elliott, Nick M.		No	*Nick & his team are no longer with the
NYC	Professional News (1)	Loftus, Thomas Andrew	Thomas Loftus	Yes	
NYC	Professional News (1)	Maloney, Michael A.	Michael Maloney	Yes	
NYC	Professional News (1)	Rosenbush, Steven A.	Steven Rosenbush	Yes	
NYC	Professional News (1)	Prabha Natarajan	Prabha Natarajan	Yes	
NYC	SF Technology Burea	Bellman, Eric	Eric Bellman	Yes	
NYC	SF Technology Burea	Dean, Jason Robert	Jason Dean	Yes	
NYC	SF Technology Burea	Thomas Gryta	Thomas Gryta	Yes	
NYC	SF Technology Burea	Thomas Gryta	Thomas Gryta	Yes	
San Fran	SF Technology Burea	Bellman, Eric	Eric Bellman	Yes	
San Fran	SF Technology Burea	Dean, Jason Robert	Jason Dean	Yes	
San Fran	SF Technology Burea	Olson, Bradley	Bradley Olson	Yes	
San Fran	SF Technology Burea	Rogers, Christina Victoria	Christina Rogers	Yes	
San Fran	SF Technology Burea	Wall, Robert Michael	Robert Wall	Yes	
San Fran	SF Technology Burea	Wollman, Elizabeth Clare	Elizabeth Wollman	Yes	
San Fran	SF Technology Burea	Dean, Jason Robert	Jason Dean	Yes	
NYC	Speed & Trending De	Johnson, Kimberly S.	Kimberly Johnson	Yes	
NYC	Speed & Trending De	Russolillo, Steve	Steve Russolillo	Yes	
NYC	Speed & Trending De	Russolillo, Steve	Steve Russolillo	Yes	
NYC	Speed & Trending De	Beth Schepens	Beth Schepens	Yes	
NYC	Speed & Trending De	Lucy Gilmour	Lucy Gilmour	Yes	
NYC	Style News Desk (10)	Ball, Sarah	Sarah Ball	Yes	*Team moved under Bonnie who repor

NYC	Style News Desk (10	Kohen, Yael	Yael Kohen	No	Specialized coverage area
NYC	Style News Desk (10	Bonnie Wertheim	Bonnie Wertheim	No	Specialized coverage area
NYC	US News Bureau (10	Jamerson, Joshua	Joshua Jamerson	Yes	already a single department
NYC	US News Bureau (10	Kendall, Brent	Brent Kendall	No	coding change to Law
NYC	Video Desk (1000.15	Banicki, Adam	Adam Banicki	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Bright, Beckey J.	Beckey Bright	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Daniel Rosen	Daniel Rosen	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Harris, Aja	Aja Harris	No	Video teams are highly specialized
NYC	Video Desk (1000.40	Harris, Aja	Aja Harris	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Hirose, Lorie	Lorie Hirose	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Izzy Best	Izzy Best	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Jessica Shim	Jessica Shim	No	Video teams are highly specialized
NYC	Video Desk (1000.15	JJ Lin	JJ Lin	No	Video teams are highly specialized
NYC	Video Desk (1000.40	Joanna Stern	Joanna Stern	No	Video teams are highly specialized
NYC	Video Desk (1000.40	Kellyann Everett	Kellyann Everett	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Lewis, Rob	Rob Lewis	No	Video teams are highly specialized
NYC	Video Desk (1000.40	Lewis, Rob	Rob Lewis	No	Video teams are highly specialized
NYC	Video Desk (1000.40	Libetti, Robert	Robert Libetti	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Lobello, Carmel	Carmel Lobello	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Richa Naik	Richa Naik	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Robert Libetti	Robert Libetti	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Stern, Joanna Ruth	Charles Forelle	No	Video teams are highly specialized
NYC	Video Desk (1000.40	Vallice, Christina	Vaughn Sterling	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Weltman, Benjamin	Benjamin Weltman	No	Video teams are highly specialized
NYC	Video Desk (1000.15	Zhang, Xiaotian	Xiaotian Zhang	No	Video teams are highly specialized
Washingt	Washington Bureau (	Charles Hutzler	Charles Hutzler	No	already properly split by coverage area
Washingt	Washington Bureau (	Corrigan, John Terence	John Corrigan	No	already properly split by coverage area
Washingt	Washington Bureau (	Cowan, Tonia Ann	Tonia Cowan	No	already properly split by coverage area
Washingt	Washington Bureau (	Graff, James	James Graff	No	already properly split by coverage area
Washingt	Washington Bureau (	Greg Ip	Greg Ip	No	already properly split by coverage area
Washingt	Washington Bureau (	Henderson, Nell	Nell Henderson	No	already properly split by coverage area
Washingt	Washington Bureau (	Henderson, Nell	Nell Henderson	No	already properly split by coverage area
Washingt	Washington Bureau (	Paul Beckett	Paul Beckett	No	already properly split by coverage area
Washingt	Washington Bureau (	Pershing, Ben	Ben Pershing	No	already properly split by coverage area
Washingt	Washington Bureau (	Pershing, Ben	Ben Pershing	No	already properly split by coverage area
Washingt	Washington Bureau (	Peter Santilli	Peter Santilli	No	already properly split by coverage area
Washingt	Washington Bureau (	Sapsford, Jathon Allen	Jathon Sapsford	No	already properly split by coverage area
Washingt	Washington Bureau (	Weinberger, Sharon	Sharon Weinberger	No	already properly split by coverage area
NYC	WSJ Magazine (1000	Bahrampour, Ali	Ali Bahrampour	Yes	
NYC	WSJ Magazine (1000	Fisher, Alexander Gregor	Alexander Fisher	Yes	
NYC	WSJ Magazine (1000	Hartwell, Randy		Yes	
NYC	WSJ Magazine (1000	Knutsen, Chris	Chris Knutsen	Yes	
NYC	WSJ Magazine (1000	Oneill, Kristina	Sarah Ball	Yes	
NYC	WSJ Magazine (1000	Pastore, Jennifer Anne	Dana Kien	Yes	

C:\Users\chapman\Dropbox (Dow Jones)\Labor and Employment (Team)\IAPE\IAPE Negotiations\2023 IAPE negotiations\Company Proposals\Company Proposal #11 (working).docx