

UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
SETTLEMENT AGREEMENT

**IN THE MATTER OF**

**DOW JONES & COMPANY**

**Case 22-CA-273382**

Subject to the approval of the Regional Director for the National Labor Relations Board, Charged Parties and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

**POSTING OF NOTICE** — Within fourteen (14) days after the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in all locations where notices to employees are customarily posted at all the Charged Party's locations at: 1) 1211 Avenue of the Americas, New York, New York 10036, 2) 4300 U.S. Route 1 North, South Brunswick, New Jersey 08552, 3) One South Wacker Drive, 17th floor, Suite 1700, Chicago, Illinois 60606, 4) 5900 Wilshire Blvd., 29th floor, Suite 2900, Los Angeles, California 90036, 5) 201 California Street, 10th Floor, San Francisco, California 94111 and 6) 1025 Connecticut Avenue, N.W., Washington, D.C. 20036

**INTRANET POSTING** – Within fourteen (14) days after the Regional Director has approved this Agreement, the Charged Party will also post a copy of the Notice in English and in additional languages if the Regional Director decides that it is appropriate to do so, on its intranet on the Self-Service Information page within the HR Hub under a new, stand-alone heading “National Labor Relations Board Notice” and keep it continuously posted there for 60 consecutive days from the date it was originally posted. The Charged Party will also place a news feed on the main landing page in the Coronavirus Microsite, under the “News and Updates” section, which provides a link to the NLRB posting with the following verbiage:

NLRB Posting Available on HR Hub  
Click here (hyperlink to notice) to find out more

The news feed item should be visible, without scrolling, under “News and Updates” for at least one full day and will continue in the news feed for 60 consecutive days. The Charged Party will submit a paper copy of the intranet or website posting to the Board’s Centralized Compliance Unit at [complianceunit@nrlb.gov](mailto:complianceunit@nrlb.gov) when it submits the Certification of Posting and provide a password for a password protected intranet site to check the electronic posting. The physical posting and intranet posting will occur immediately after receipt of the Notice from the Regional Director.

**COMPLIANCE WITH NOTICE** — The Charged Party will comply with all the terms and provisions of said Notice.

**NON-ADMISSION CLAUSE** — By entering into this Settlement Agreement, the Charged Party does not admit that it has violated the National Labor Relations Act.

**SCOPE OF THE AGREEMENT** — This Agreement settles only the allegations in the above-captioned cases, including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

**PARTIES TO THE AGREEMENT** — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs,



(To be printed and posted on official Board notice form)

**FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**WE WILL NOT** do anything to prevent you from exercising the above rights.

**WE WILL NOT** interfere with, restrain, or coerce you in the exercise of the above rights. Independent Association of Publishers' Employees (IAPE), The News Guild Local 1096, TNG-CWA, AFL-CIO, "IAPE," is the employees' representative in dealing with us regarding wages, hours and other working conditions of the employees in the following unit:

All content production positions including writers, columnists and editors as well as skilled professionals in information services, sales, marketing, customer service and other departments, and any other classification of employees listed in the collective bargaining agreement between the parties effective from July 1, 2019 through June 30, 2022, excluding those employed in the typographical, stereotyping, press, mailing, paperhandling, delivery and machinist departments, the classifications of employees listed as excluded in the above-referenced collective bargaining agreement, guards and supervisors as defined in the Act.

**WE WILL NOT**, upon request, refuse to bargain in good faith with IAPE as the exclusive collective-bargaining representative of our employees in the above-described unit regarding mandatory subjects of bargaining concerning certain remote working conditions related to the impact of the COVID epidemic on your terms and conditions of employment.

**WE WILL**, upon request, bargain in good faith with IAPE as the exclusive collective-bargain representative of our unit employees regarding mandatory subjects of bargaining concerning certain remote working conditions related to the impact of the COVID epidemic on your terms and conditions of employment.

**WE WILL NOT** in any like or related manner interfere with your rights under Section 7 of the Act.

**DOW JONES & COMPANY**

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(Employer)

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**Dated:** \_\_\_\_\_ **By:** \_\_\_\_\_  
(Representative) (Title)

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*The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.*

20 WASHINGTON PL  
FL 5  
NEWARK, NJ 07102-3127

**Telephone:** (973)645-2100  
**Hours of Operation:** 8:30 a.m. to 5 p.m.

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**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE**

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.