

DOW JONES & COMPANY

PROPOSAL #2 (select issues)

June 27, 2023

All Company proposals remain unchanged except as provided below. All Company responses to union proposals remain unchanged except as modified below.

1. **Wages**

B. **Minimum Increase.** Increase the minimum increase to be equal to the minimum compensatory increase applied to an employee with a weekly salary of \$1,300.00. (This is slightly more than 20% of the bargaining unit, consistent with the minimum increase applying to the lower-paid employees in the unit.)

H. **Eligibility for increases.** Only employees active on payroll or active but on authorized leave as of the date the Company processes the increases in the payroll for any year will be eligible for any increases, including retroactive amounts, if any. Any changes to shift differential, Stand-By pay, or other premium payments (other than base wages, including scale increases) will not be retroactive. (This revision clarifies the Company's intent and corrects an error regarding treatment of scale increases, which are retroactive.)

4. **Contract Administration Issues**

C. **Interns.** Modify the contract to provide that Interns are excluded from the bargaining unit. Interns are defined as any current student, including graduate students, and any person who has completed a program of study within the past year.

D. **Notice of Meetings.** Modify the contract to provide that employees should have not less than one (1) hour of notice of a disciplinary or investigatory meeting, provided that the Company shall notify the union via an acknowledged email or answered telephone not less than one hour before the meeting. If the Company cannot confirm notice to the union, then the meeting may be scheduled on not less than two (2) hours' notice by email to both the employee and the union, unless exigent or emergency circumstances require the meeting to happen sooner, in which case the Company shall make good faith efforts to notify the union as soon as possible.

## **Responses to Union Proposals**

**Experience Credit/Scale Slotting.** Union Prop. #9 (Art. III(3)). The Company agrees that for a newly hired 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.

**Severance Pay Timing.** (Union Prop #29 – Art. VII(2-a). Add the following language to the severance pay Article at an appropriate location: “The Company shall use its best efforts to pay Severance pay in the next regular payroll cycle following the Termination Date, or following the effective date of the Employee's Separation Agreement, whichever is later, unless otherwise agreed to, provided that the failure by the Company to make payment on this schedule shall not constitute a breach of the Agreement so long as payment is made as soon as reasonably practicable.”

**Disciplinary Action.** Union Proposal #43 (Art. XI(2)). The company agrees to clarify the contract to provide that any meeting in which the Company intends to notify an employee of their discharge shall be deemed a “disciplinary” meeting at which the employee have the right to have a union representative present.

**Classification – Job Migrations.** Union Prop #56 (Art. XVI(2)). Where the parties agree in Classification Committee that: (1) an employee (or group of employees) should be migrated to a different classified title, or (2) an existing classification should be migrated to a higher Tier, and where the affected employee(s) continue to perform essentially the same job duties, the Company will recognize the employee(s) experience credit (Job Entry Date) from their pre-migration Tier and will place them in the same scale step (e.g., A, B, C) in the new Tier.

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