

# EQUAL PAY NOW

*Same Job? Same Experience?* **SAME PAY.**



AT NEWS ORGANIZATIONS ACROSS THE COUNTRY

## THE PAY GAP IS **REAL**

Studies conducted by The NewsGuild-CWA over the last several years show that disparities in pay are rampant at publications across the country: **Women and people of color earn less on average than their counterparts** — even at some of the nation's most prestigious publications.

**\$10,194**<sup>1</sup>

The DIFFERENCE in  
MEDIAN SALARIES  
between  
men & women in 2018

**\$800,000**<sup>2</sup>

LIFETIME WAGES LOST  
by college-educated  
women compared to  
equally qualified men

# NEWSGUILD MEMBERS STAND UP FOR **EQUAL** PAY

*Equal Pay • Transparency • Hiring policies that promote diversity*



## ANGER INTO ACTION

“I was shocked and disappointed to learn that I was being paid less than some of my white colleagues. I turned my anger into action, and I am now on a mission with The NewsGuild to fight for pay equity for journalists of color and women in newsrooms around the country. I will not be silent on a defining civil rights issue. I encourage those who believe in fairness and justice to stand with me.”

— **Melanie Burney**  
Reporter  
*The Philadelphia Inquirer*

## We have already made progress

Union locals have gained access to pay data, noted discrepancies, armed our members with the info needed to win raises, and negotiated salaries and hiring practices that promote diversity.

Although management rarely admits that pay disparities exist, they **often grant raises** to individuals when confronted with the Guild's analysis of the data.

## EQUAL PAY DAYS

Women **have to work well into 2020** to **catch up to men's earnings** for 2019. Women of color had to work the longest. Equal Pay Days symbolize the disparities — and our determination to fight them.



2019



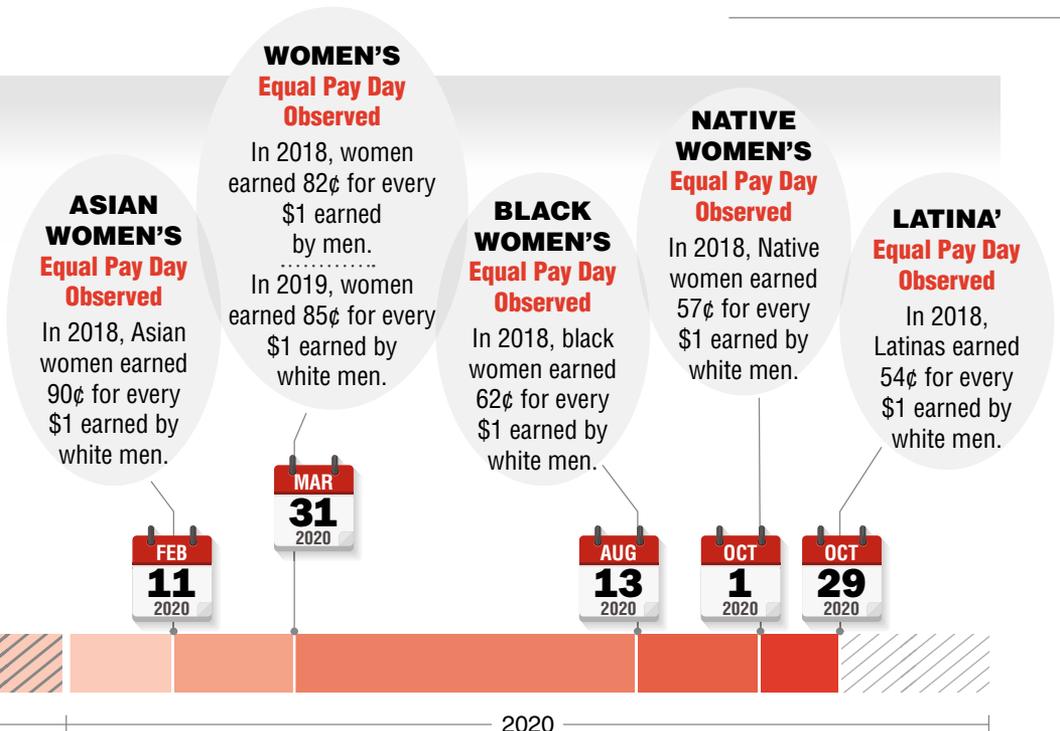
## A SUBSTANTIAL RAISE

“After we organized our union, we received records that confirmed what I had long suspected: I was the lowest paid person on my team — and the only woman. I used the information to negotiate a five-figure raise. Had we not organized, I wouldn’t have been able to do that.”

— Daniela Altamari  
Politics Reporter  
*Hartford Courant*

## But there’s still a long way to go...

Our power to win equal pay and fair employment practices rests on our ability to demand transparency, expose unfair pay practices, and demand that management address the problem across the board.



2020

# HOW THE NEWSGUILD IS HELPING TO GET RESULTS



## AN AWKWARD CONVERSATION

“A female co-worker seemed uncomfortable when she approached me in the parking lot and asked me how much money I made. I made a lot more than she did, even though we had the same educational experience and she had more work experience. Similar conversations with the same results sparked our union campaign. Fighting for equal pay is now a priority for our union.”

– **Dusty Christensen**  
Staff Writer  
*Daily Hampshire Gazette*

## The Inquirer

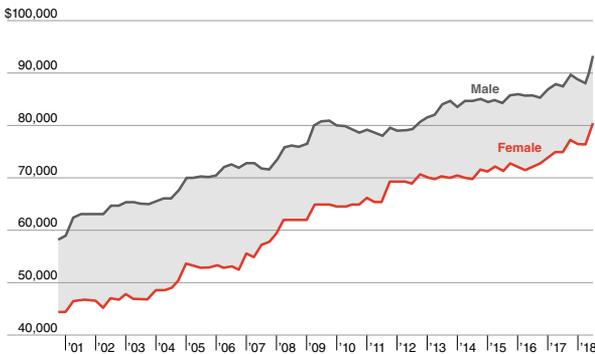
NewsGuild members at the Philadelphia Inquirer have **narrowed a gender-based pay gap** considerably since the Guild's first pay study in 2016. During bargaining, the union highlighted inequities for women and people of color and proposed individual pay adjustments to address the disparities, an examination of recruitment practices and re-establishment of a Diversity Committee.

*Salaries for newly hired female reporters, where the gap was 16 percent, are now on par with salaries for male reporters with the same experience. A sizable gap among editors with 15-20 years of service has narrowed from 12.9% to 3.5%. Male editors, who were making an average of approximately \$12,000 more than female editors in 2018, earned an average of \$2,000 more in 2019. The **gap for people of color has narrowed slightly**, from 16.5% to 12%. The number of female employees in the newsroom has increased from 37% to 43%. The number of people of color increased from 13.5% to 19.2%. The union continues to fight for equity adjustments and merit increases.*

# THE WALL STREET JOURNAL.

Women and people of color who work for Dow Jones still earn demonstrably less than men.

Median annual pay of all full-time employees, by gender



A 2018 study by IAPE1096, The NewsGuild local that represents workers at Dow Jones properties, showed that median pay for full-time **male employees was more than 15% higher than for female employees** and median pay for **white employees was nearly 17% more than employees of color** in the second quarter of the year.

*Following an earlier study, management refused to acknowledge inequities, but granted **raises totaling \$270,000** to 31 of 1,300 IAPE-represented employees, including at least one increase of 27 percent or approximately \$14,870. Since then, NewsGuild members have won additional across-the-board raises and are continuing to fight for pay fairness.*

Results continued >



## IF THIS WERE ANY OTHER INDUSTRY

“You don’t really know if you are being paid what your peers with similar experience and seniority are making. You’re not quite sure, right? If this were any other industry, we would be exposing disparity in salaries. And we would be exposing it for the purpose of change. We should be doing that in our industry as well.”

— **Errin Haines**  
Editor-at-Large  
*The 19th\**



## WAY TOO FAMILIAR

“As a reporter who is way too familiar with being the only Latina in a newsroom, the issue of pay equity was a big reason I asked to join the team negotiating our first contract.”

— **Ana Ley**  
Local Government Reporter  
*The Virginian-Pilot*



## EVERYTHING WE SUSPECTED

“The union gave us a way to prove that everything we suspected about pay inequity was true — and it gave us the power to fight it.”

— **Kristina Bui**  
Multi-Platform Editor  
*Los Angeles Times*



## A REASON TO UNIONIZE

“When I learned a union had the right to pay data during the bargaining process — and that said data could be scientifically analyzed to determine if pay discrimination exists — I was floored. Why weren't people talking about this? It seemed like half-a-reason to unionize in and of itself.”

— **Charlie Johnson**  
Home Page Editor  
*Chicago Tribune*

# Los Angeles Times

A 2018 study by the Los Angeles Times Guild found that women and people of color in the newsroom made less than white men. On average, **women earned approximately 86% of what men earned; people of color earned roughly 86% of what white people earned, and women of color made less than 70 percent of what white men earned.**

*During bargaining for the Guild's first contract with the L.A. Times, the union used the data to negotiate significant raises that **reduced the disparities** for many employees.*

*In addition, the local negotiated a provision that requires managers, whenever possible, to **interview at least two candidates** who are women or members of traditionally underrepresented groups. It also requires management to **form a joint diversity committee** with the Guild.*

Studies at the **Washington Post, San Francisco Chronicle, Minneapolis Star Tribune, Bloomberg BNA** and other publications also found that women and people of color earned less than their counterparts.



Journalists at the Center for Public Integrity, April 2, 2019.

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*If you want to fight for equal pay, here are some steps you can take:*

## **Have the Conversation**

- Talk with your co-workers. If you suspect there are disparities in pay — and there probably are — #HaveTheConversation. Share pay information with your colleagues.
- If you work at a NewsGuild-represented publication, talk with unit leaders. Let them know your concerns.
- If you work at a non-union publication, it's time to get organized! Contact The NewsGuild to have a confidential conversation about how to make it happen.

## **Get the Information**

*Pay information must be made available to union officers at NewsGuild-represented publications upon request, but management is not obligated to provide such data to employees at non-union outlets.*

- The NewsGuild-CWA encourages all union locals to request pay information from management. See *Moving Forward on Pay Equity*, a NewsGuild resource for guidelines on the specific information to request.
- Analyze the information provided by management and report the results to NewsGuild members — or seek assistance from the national union.

*Fight for equal pay steps continued >*



## PROUD TO BELONG

“As a woman of color, I’m proud to belong to a union that fights for the same pay for the same experience.”

– Mallika Sen

Editor

*Associated Press*

## Take Action

### If you work at a NewsGuild-represented publication:

- When pay inequities are found, talk to colleagues and contact the national NewsGuild for help building a campaign to address disparities.
- Offer wage assessments to individuals who believe their pay is unfair.
- Highlight pay disparities and propose contractual remedies, including wage adjustments, ongoing monitoring, establishment of hiring practices that promote diversity and formation of diversity committees. Negotiate robust anti-discrimination language that protects women, people of color, and LGBTQ+ people.<sup>3</sup>

### If you work at a non-union publication:

- You can win equal pay if you join with your coworkers and organize! Contact The NewsGuild to learn more.

*Same Job? Same Experience?*

# SAME PAY.

<sup>1</sup> Institute for Women’s Policy Research, Fact Sheet #C484, September 2019.

<sup>2</sup> Economic Policy Institute, 2016.

<sup>3</sup> Employers don’t keep records identifying transgender and gender nonconforming people, but the LBGTQ Task Force reports that they are nearly four times more likely to have a household income of less than \$10,000 per year than the general population.

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