

Presented at
The NewsGuild-CWA Sector Conference
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NewsGuild-CWA Locals Should Conduct Pay Equity Studies

It began with a member request: Would IAPE Local 1096 conduct a gender pay analysis at Dow Jones properties?

The first study was crude, just a review of pay data provided by Dow Jones modeled after the pay analysis that IAPE conducted in 1991. That's the description provided by IAPE Executive Director Tim Martell, who reviewed the data.

But that crude review had wide-ranging effects within the Guild, prompting other TNG locals to conduct pay equity studies that in some cases encompassed pay comparisons for both women and minorities. Among the locals that have conducted such studies are: The NewsGuild of Greater Philadelphia, Local 38010; the Washington-Baltimore News Guild, Local 32035; The NewsGuild of New York, Local 31003; and the Minnesota Newspaper and Communications Guild, Local 37002.

The Los Angeles Times Guild did a pay equity study, long before bargaining began.

Several locals reported on their pay equity studies at the previous NewsGuild sector conference in August 2017. Unsurprisingly, the studies showed wide disparities in pay for men compared to women and whites compared to minorities.

For example, a study conducted in April 2016 at the Philadelphia Inquirer showed that in all classifications and years of service, average salaries for women were less than men. The average salaries for male and female minorities were less than overall average salaries with the exception of minority sports writers.

The NewsGuild of New York released a study in May 2016 showing that people of color earned, on average, 10 percent less than their white counterparts. Women earned 7 percent less than men.

The results got varying reactions from management with the most collaborative response from the Philadelphia Inquirer, where managers cooperated with the studies and now are working with the local on a two-year plan to narrow the salary differences.

Even units where managers denied the studies were accurate, such as the Washington Post, members saw improvements.

In the most recent bargaining, Post management agreed to a provision that allows employees to see a pay review that would involve the Post looking at an employee's salary and the salaries of others in the same unit or team. Union leaders have heard that many women sought pay reviews and received raises.

Neither women nor minorities should get smaller paychecks than white men. Pay equity studies shine a light on discrepancies on pay and convince – or embarrass – companies into giving raises to workers who otherwise might not get one.

The NewsGuild-CWA calls on all locals to consider whether a pay equity study would benefit their members and to conduct them where necessary. The NewsGuild-CWA pledges to provide assistance for those locals who may lack the means to conduct the studies.

Support our members' rights to equal pay with salary studies

While workplaces covered by NewsGuild-CWA contracts have salary scales, merit pay can lead to wide discrepancies in pay for women compared to men and minorities compared to Caucasians.

Pay equity studies uncover these discrepancies and can force employers to provide more equitable pay to workers.

These studies are a direct benefit to our members, even at workplaces where managers deny the existence of a problem.

Therefore, delegates to The NewsGuild-CWA Sector Conference declare:

Resolved: The NewsGuild-CWA encourages locals to conduct pay equity studies and to report the results to their members and also send a copy to TNG, which will maintain an easily accessible library of the reports.

Resolved: The NewsGuild-CWA calls on locals involved in bargaining to use their studies as a negotiating tool. For those locals not in bargaining, The NewsGuild-CWA calls on them to use their women's committee or human rights committee to talk with management about the results.

Resolved: The NewsGuild-CWA will use its resources to help locals that want to conduct pay equity studies but don't have the means to do so.