



THE NEWSGUILD
COMMUNICATIONS
WORKERS OF AMERICA

These are the collective bargaining agreements with wage scales that comprise the calculation of the average reporter top minimum, as provided in Article XVIII.5 of The NewsGuild-CWA constitution.

LOCAL	U.S. AGREEMENTS	Journalist Top Minimum	
		1/1/22	1/1/23
1096	Dow Jones Wall Street Journal	1,602.00	1,602.00
9003	City News Service	1,091.04	1,101.95
31003	Amsterdam News	986.23	1,010.89
31003	Consumer Reports	2,488.42	2,563.07
31003	El Diario-La Prensa	1,040.08	1,040.08
31003	Foreign Policy	1,230.59	1,255.20
31003	Jersey City Journal	933.12	961.64
31003	New York Times	2,042.17	2,042.17
31003	Scholastic	1,396.55	1,527.04
31003	Fact Set (previously Standard & Poors)	2,539.94	2,641.54
31003	The Forward	922.06	922.06
31003	Thomson-Reuters U.S.	2,413.07	2,509.59
31003	WPIX-TV	1,072.74	1,105.16
31026	Buffalo News	1,377.94	1,405.50
31034	Albany Times-Union	998.48	998.48
31041	Brockton Enterprise	874.17	874.17
31041	Providence Journal Bulletin	1,305.00	1,305.00
31041	Woonsocket Call/Pawtucket Times	729.00	729.00
31041	Daily Hampshire Gazette	673.71	693.92
31041	Worcester Telegram and Gazette	1,167.60	1,167.60
31128	Portland Press Herald	1,293.20	1,293.20
31167	New Hampshire Union Leader	861.40	861.40
31180	Kingston Daily Freeman	772.00	772.00
31222	Associated Press	1,391.63	1,391.63
31222	EFE News Service	1,363.61	1,390.88
31222	The Guardian U.S.	1,924.59	1,924.59
31245	Boston Globe	1,426.19	1,468.98
31245	Boston Herald	1,255.60	1,255.60

31245	Fall River Herald-News	820.88	820.88
31245	Quincy Patriot Ledger	1,110.00	1,110.00
32035	Agence France Presse U.S.	1,556.39	1,626.97
32035	Baltimore Sun	1,187.00	1,187.00
32035	Southern Poverty Law Center		1,794.46
32035	York Dispatch	860.32	860.32
32035	Richmond Times-Dispatch		1,153.85
33076	Knoxville News Sentinel	745.83	745.83
33091	Memphis Commercial Appeal	996.96	996.96
33229	Lexington Herald-Leader	923.08	942.31
34001	Canton Repository	932.29	932.29
34022	Detroit Free Press	938.04	938.04
34022	Detroit News	853.88	853.88
34022	Detroit Observer & Eccentric	926.88	926.88
34002	Macomb Daily & Royal Oak Tribune	817.45	817.45
34043	Toledo Blade	732.24	732.24
34046	Terre Haute Tribune-Star	787.66	811.29
34051	Milwaukee Journal Sentinel	1,188.00	1,188.00
34071	Chicago Reader	1,170.42	945.34
34071	Chicago Sun Times	1,387.56	1,387.56
34071	Gary Post Tribune	717.65	717.65
34071	Glenview Pioneer Press	783.76	783.76
34071	Waukegan Sun	1,069.16	1,069.16
34159	Kenosha News	979.16	979.16
36047	Peoria Journal Star	1,052.04	1,052.04
36047	St Louis Labor Tribune	692.53	692.53
36047	St. Louis Review	1,535.90	1,584.75
36047	St. Louis Post-Dispatch	1,335.15	1,375.00
37002	Duluth News-Tribune	1,027.97	1,058.81
37002	Minneapolis Star Tribune	1,453.96	1,497.71
37002	St. Paul Pioneer Press	1,421.99	1,450.43
37002	Minn Post	1,211.54	1,211.54
37074	Denver Post	1,331.00	1,331.00
37074	Omaha World Herald	961.60	1,154.00
37074	Billings Gazette		1,019.20
37074	Pueblo Chieftain		960.00
37082	Kitsap Sun	881.20	881.20
37082	Seattle Times	1,083.30	1,083.30
37082	Yakima Herald-Republic	987.60	987.60
37082	Crosscut	1,154.77	1,347.92
38010	Delaware County Times	1,050.76	1,050.76
38010	Philadelphia Inquirer & Daily News	1,311.20	1,337.42
38010	Pottstown Mercury	613.47	613.47
38061	Pittsburgh Post-Gazette	1,172.36	1,172.36
38120	Wilkes Barre Citizens Voice	646.77	646.77

38177	Scranton Times	888.00	888.00
38187	Erie Times-News	1,136.31	1,136.31
38216	Hazleton Standard-Speaker	653.33	666.40
39202	Bakersfield Californian	640.00	640.00
39213	Los Angeles Times	2,236.78	2,236.78
39521	Hilo Tribune Herald	954.57	954.57
39521	Honolulu Star-Advertiser	1,249.40	1,249.40
39521	Monterey Herald	717.27	717.27
39521	San Francisco Chronicle	1,408.00	1,408.00
39521	San Jose Mercury-News	1,201.12	1,201.12
39521	Santa Rosa Press Democrat	1,265.06	1,290.36
39521	Wailuku Maui News	980.12	980.12

LOCAL	CANADIAN AGREEMENTS		
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30111	Montreal Gazette	1,436.00	1,436.00
30130	Halifax Herald	1,397.76	1,454.23
30199	Regina Leader Post	1,203.00	1,203.00
30204	Kingston Whig Standard	1,068.84	1,090.21
30205	Ottawa Citizen	1,480.86	1,480.86
30205	CTV Ottawa	1,845.81	2,003.18
30213	Aboriginal People's Television Network (APTN)	1,849.20	1,876.94
30213	Agence France Presse Canada	1,927.53	1,927.53
30213	Canadian Broadcasting Company	1,471.34	1,471.34
30213	Canadian Press	1,547.27	1,594.15
30213	CKOF	1,093.08	1,093.08
30213	Pagemasters	971.15	971.15
30213	TFO	1,332.23	1,345.55
30213	Thomson-Reuters of Canada	2,166.80	2,298.76
30213	TVOntario	1,697.73	1,697.73
30223	Cowichan Valley Citizen	749.63	749.63
30223	Victoria Times-Colonist	1,606.42	1,606.42
30232	Sudbury Star	1,141.10	1,141.10
30241	North Bay Nugget		1,089.16
30248	Peterborough Examiner	968.83	968.83
30400	Medicine Hat News	825.38	825.38
30400	Red Deer Advocate	1,015.43	1,025.58
30460	Cape Breton Post	1,116.05	1,138.45
30636	Moncton Times Transcript	1,330.13	1,365.60
30664	Fredericton Daily Gleaner	1,158.42	1,158.42
30664	St. John Telegraph Journal	1,165.20	1,188.50
30746	Sault St. Marie Star	1,091.25	1,120.35

2023 Per Capita Calculation			
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Average Reporter Top Minimum	\$	1,194.59	\$	1,208.33
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Constitutional per capita factor		0.01997		0.01997
Adjusted Per Capita, effective May 1	\$	23.86	\$	24.13
Less than full per capita rate paid at 40%	\$	9.54	\$	9.65
number of agreements		104		112