

Bulletin...



The Washington-Baltimore News Guild, Local 32035

May 23, 2016

Pay Disparity at The Post

Unequal pay for women and minorities at the Washington Post is an old story, one that won't go away. In the past year, many of you have approached the Guild with concerns that your pay wasn't in line with the pay that your colleagues received for the same work.

You were right.

Through contract bargaining in 2014-2015, the Guild received salary information for every employee covered by the union. This winter, we paid an analyst to figure out what men and women make in each job title. We also analyzed the data by race, to identify positions where white employees make significantly more than minority employees.

We looked at every job position with more than five people. And we found some glaring examples of pay disparity. On average, men at the Post earn \$89,932, compared with \$76,804 for women. That means women make about 86 percent of what men make.

In the newsroom, men earn more than women in 8 of the 12 job titles we looked at. Male reporters make, on average, \$7,000 more. Male columnists make \$23,000 more than women doing the same jobs. Male foreign correspondents make about \$8,000 more. For producers, the disparity is about \$4000. For photographers, it's about \$6000. Even male editorial aides make about \$7000 more than their female counterparts.

We see the same troubling pattern when we look at race. In 9 of the 12 job titles we looked at, white employees earned more (often significantly more) than their non-white colleagues. A minority assistant editor makes about 15 percent less than a white assistant editor. A non-white columnist earns about 13 percent less than a white columnist. A non-white producer makes 14 percent less. A non-white editorial aide makes 25 percent less than a white editorial aide.

In order to protect the privacy of our members, we can't simply release everything we have. Many positions have so few people that it would be easy to figure out who makes what. But here is the salary breakdown for some key positions:

NEWS

Reporter

There are 214 Guild-covered reporters at the Post. Male employees earn between \$55,604 and \$190,042. They make an average of **\$104,730**. Female employees earn between \$54,928 and \$168,587. They make an average of **\$97,605**. Female reporters make 93 percent of what male employees make. White reporters at the Post make about 13.5 percent more than non-white reporters.

In fact, when you look at the numbers, white male reporters make an average of 20 percent more than anyone else.

	White	Black	Asian	Hispanic/Latino
Male	109,692	92,226	83,453	87,450
Female	99,598	101,657	88,189	84,406

(Above, the average salaries for reporters sorted by race and gender. All numbers from September 2014.)

Columnist

There are 18 Guild-covered columnists at the Post. The 10 male columnists earn between \$93,606 and \$269,027; on average, they make **\$173,148**. The 8 female columnists make between \$85,000 and \$225,000, or an average of **\$150,984**. **Female columnists make 87 cents on the dollar compared to what their male colleagues make.**

On average, white male columnists earn \$20,000 more than female and non-white columnists.

Designer

There are 23 Guild-covered designers. The 12 male designers earn between \$65,000 and \$106,467, or an average of **\$87,050**. The 11 female designers make between \$57,000 and \$87,000, an average of **\$74,012**. **Female designers make just 85 cents on the dollar compared with what male designers make.**

On average, white male designers make \$85,627. That's about \$8,000 more than than non-white and female designers earn.

Multiplatform Editor

Here's a rare spot in which women make slightly more than men: There are 35 Guild-covered multiplatform editors. The 22 male editors earn \$60,354 to \$103,001, or an average of **\$80,863**. The 13 female editors earn \$60,354 to \$107,868, or an average of **\$82,963**. **In this case, women earn about 2.5 percent more than men.**

White men make about \$80,013. Women and non-white editors earn an average of \$82,310, or 2.5 percent more.

COMMERCIAL

The Guild looked at salary disparities across four categories - account executive, account manager, sales representative and artist. We found alarming divides. Male account executives earn, on average, \$7,000 or 16 percent more than their female counterparts. Male account managers make \$4514, or 6 percent more, than women doing the same job. Male sales reps earn \$10,721, or 11 percent more than their female colleagues. More starkly, male artists earn 47% percent more than their female counterparts. That's equivalent to \$30,000 a year.

	Male	Female		
Job Title	Average Salary	Average Salary	Difference	% Difference
Acct Exec	\$51,960	\$44,907	\$7,054	16%
Acct Mgr	\$78,102	\$73,588	\$4,514	6%
Artist	\$92,510	\$63,012	\$29,498	47%
Sales Representative	\$106,489	\$95,768	\$10,721	11%

We recognize that the data we have has some key limitations. The most recent salary information we have is from 2014; the newsroom has grown and shifted a lot since then. We also wish we had more granular data: We'd like to know how these averages vary by section. We'd also like to know how experience (not simply years of service at the Post) affects pay.

We'd like to better understand why these disparities exist. Is the Post systematically paying women and non-white employees less? Are white men given more, better raises? Is the organization hiring white men to fill the most high-profile lucrative positions?

Still, we see troubling patterns. We want the Post to do better. We think they must do better.

- Guild Post Unit Pay Disparity Committee - Amanda Erickson, Ann Tran, Jenny Rogers, David DeJesus, Pat Jacob, Freddy Kunkle