

SF Chronicle – Guild unit Pay Equity committee

Pay Equity Analysis

Updated Oct. 6, 2016

Includes Guild employees based on the best information the Guild had as of June 14, 2016 (at least three are missing).

Employees are grouped by their current duties, which may not match their often-outdated official job description.

All figures are per week.

ALL GUILD NEWSROOM EMPLOYEES

(Copy editors, editorial assistants (clerks), columnists, reviewers, critics, editorial writers and assistant editor, Washington bureau and all reporters — including below-scale Go-Team)

(As of June 14, the Guild had 112 employee members: 72 men and 40 women; 92 white and 20 nonwhite)

Men get three times more than women of the \$24,409 in current overscale paid.

- 75% of overscale goes to male employees. (\$18,293)
- 25% of overscale goes to female employees. (\$6,115)

Far more men get overscale pay than do women.

- 85% of men receive overscale pay. (61 of 72 men)
- 65% of women receive overscale pay. (26 of 40 women)

The median overscale for male employees is more than double that of female employees.

- \$100 is the median overscale for male employees.
- \$40 is the median overscale for female employees.

White employees earn nearly twice the median overscale of nonwhite employees.

- \$96 is the median overscale for all white Guild employees.
- \$58 is the median overscale for all nonwhite Guild employees.

REPORTERS IN ALL DEPARTMENTS

(As of June 14, the Guild had 43 reporters in metro, features, business, sports and the DC bureau: and 22 men and 21 women)

A greater percentage of male reporters receive overscale than female reporters.

- 100% of male reporters receive overscale. (22 of the 22 male reporters)
- 72% of female reporters receive overscale. (15 of the 21 female reporters)

Male reporters get a far greater percentage of the \$6,532 in current overscale than female reporters.

- 60% of overscale goes to all male reporters in metro, business, food and Datebook. (\$3,945)
- 39% of overscale goes to all female reporters in metro, business, food and Datebook. (\$2,587)

More male reporters earn at least the median overscale of \$96 for all reporters.

- 61% of all male reporters (13) earn at least the median overscale.
- 43% of all female reporters (9) earn at least the median overscale.

The median overscale for all male reporters is more than double that for all female reporters.

- \$110 is the median overscale for all male reporters.
- \$50 is the median overscale for all female reporters.

The median overscale for all male reporters over age 50 is 20% higher than that for all female reporters over 50.

- \$115 is the median overscale for male reporters over 50.
- \$96 is the median overscale for female reporters over 50.

The median overscale for all male reporters under age 50 is more than triple that for all female reporters under 50.

- \$42 is the median overscale for male reporters under 50.
- \$13 is the median overscale for female reporters under 50.

The median overscale for all male reporters over age 40 is 15% higher than that for all female reporters over 40.

- \$110 is the median overscale for male reporters over 40.
- \$96 is the median overscale for female reporters over 40.

The median overscale for all male reporters under age 40 is more than five times higher than that for all female reporters under 40.

- \$71 is the median overscale for male reporters under 40.
- \$13 is the median overscale for female reporters under 40.

METRO REPORTERS

(As of June 14, the Guild had 23 metro reporters: 13 men and 10 women; 19 white and 4 nonwhite)

Male Metro reporters get nearly 2.5 times the share of the \$4,221 in currently paid overscale than female Metro reporters.

- 71% of overscale goes to male Metro reporters. (\$2,992)
- 29% of overscale goes to female Metro reporters. (\$1,230)

The median overscale for male Metro reporters is twice that for female Metro reporters.

- \$110 is the median overscale for male Metro reporters.
- \$56 is the median overscale for female Metro reporters.

The median overscale for Metro male reporters over age 50 is three times higher than that for female Metro reporters over 50.

- \$110 is the median overscale for male Metro reporters over 50.
- \$40 is the median overscale for female Metro reporters over 50.

The median overscale for male and female Metro reporters under age 50 is the same – but all men receive it, while fewer than 3/4 of the women do.

- \$81 is the median overscale for male Metro reporters under 50 (100% of the men receive overscale pay.)
- \$81 is the median overscale for female Metro reporters under 50. (70% of the women receive overscale pay.)

Female metro reporters under age 50 earn twice the overscale paid to female metro reporters over 50.

- \$81 is the median overscale for female Metro reporters under 50.
- \$40 is the median overscale for female Metro reporters over 50.

The median overscale for male Metro reporters over age 40 is double that of female Metro reporters over age 40.

- \$150 is the median overscale for male Metro reporters.
- \$75 is the median overscale for female Metro reporters.

FEATURES REPORTERS

(Food, Home, Living and Datebook)

(As of June 14, the Guild had 7 features reporters: 3 men and 4 women; all are white)

Male features reporters get nearly twice as much as female employees of the \$258 in overscale paid.

- 63% of overscale goes to male employees.
- 37% of overscale goes to female employees.

Four times as many male features reporters as females get overscale.

(Giving further detail would compromise members' privacy.)

The median overscale for male features reporters is 33 times higher than that of female reporters.

(Giving further detail would compromise members' privacy.)

BUSINESS REPORTERS

(As of June 14, the Guild had 8 business reporters: 3 men and 5 women; 6 whites and 2 nonwhites)

The median overscale for male business reporters is more than double that of female business reporters.

- \$60 is the median overscale for male business reporters

- \$25 is the median overscale for female business reporters

SPORTS REPORTERS

(As of June 14, there were 11 sports reporters: 10 male and 1 female. All are white.)

Sports (including columnist) is one of two areas where women earn higher median overscale than men

(Giving further detail would compromise members' privacy.)

COLUMNISTS, CRITICS, REVIEWERS

(As of June 14, the Guild had 18 columnists, critics and reviewers: 12 men and 6 women; 16 whites and 2 nonwhites.)

Columnists are one of two categories where women earn higher median overscale than men

- \$488 is the median overscale for female columnists.
- \$333 is the median overscale for male columnists.

The median overscale for white columnists is 52% higher than that of nonwhite columnists.

(Giving further detail would compromise members' privacy.)

COPY EDITORS

(As of June 14, the Guild had 20 editors, including copy editors, wire editors and news editors: 14 men and 6 women; 17 whites and 3 nonwhites.)

The median overscale for male copy editors is more than double that of female copy editors.

- \$77 is the median overscale for male copy editors.
- \$37 is the median overscale for female copy editors.

More male copy editors receive overscale than female copy editors.

- 71% of male copy editors receive overscale.
- 50% of female copy editors receive overscale.

PHOTOGRAPHERS

(As of June 14, the Guild had 8 photographers: 5 men and 3 women; 4 whites and 4 nonwhites.)

All male photographers earn more than any female photographer.

(Giving further detail would compromise members' privacy.)

White photographers earn more than 7 times as much as nonwhite photographers

- \$94 is the median overscale for white photographers
- \$13 is the median overscale for nonwhite photographers

ARTISTS, DESIGNERS AND GRAPHICS EXPERTS

- (As of June 14, the Guild had 10 artists, designers and graphics experts: 8 men and two women. One woman was classified as Schedule C. Information on two is missing.)

Male artists, designers and graphics experts earn 15 times the overscale earned by their female counterparts

- \$89 is the median overscale for male artists, designers and graphics experts
- \$6 is the median overscale for female artists, designers and graphics experts – one of whom is classified as Schedule C.

White artists, designers and graphics experts earn 46 percent more than their nonwhite counterparts.

- \$79 is the median overscale for white artists, designers and graphics experts
- \$54 is the median overscale for nonwhite artists, designers and graphics experts

SCHEDULE C

(Giving any detail on Schedule C members would compromise members' privacy. We invite those paid Schedule C to contact Kat Anderson to discuss...)

REQUIREMENTS FOR LEGAL EQUITY

- An equal percentage of women and men, whites and nonwhites should receive overscale pay in each employment group: Metro, Food, Datebook, Business, Photographers, and Copy Editors, Sports, Columnists, Designers and Graphic Artists.
- The median overscale for women and men, whites and nonwhites should equal that of the highest median overscale paid in each employment group: Metro, Food, Datebook, Business, Photographers, and Copy Editors, Sports, Columnists, Designers and Graphic Artists.
- The median overscale for experienced women over 50 should be at least that of all members.
- There must be retroactive reparations.
- These reparations are in addition to a reasonable, negotiated raise in base-level pay.
- Guild employees must be identified by their proper current assignment, as well as all previous assignments.