



Pacific Media Workers Guild

The NewsGuild - Communications Workers of America Local 39521

433 Natoma Street, San Francisco, California 94103, 415.421.6833, Fax 415.421.3751

September 21, 2016

Via e-mail and US Mail

Renee Peterson
VP Human Resources
San Francisco Chronicle
901 Mission Street
San Francisco, CA 94103

Re: Guild Pay Equity Committee and California Fair Pay Act

Dear Renee:

As you know, the California Fair Pay Act took effect January 1, 2016. The Fair Pay Act strengthens existing law to address pay differences between men and women – a problem that persists in many workplaces, especially traditionally male-dominated industries, such as news publications.

Equal pay for similar work

The Fair Pay Act requires that employers pay the same wage rates “to employees of the opposite sex for substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions.” In addition, legislators are looking to extend the advanced protections of the Fair Pay Act to address pay differences based on race and ethnicity (SB 1063). That bill is being considered by the Governor and may be law by September 30.

The time is ripe for the Guild and the company to ensure that our workplace conforms with these equity laws. To that end, Guild members have formed a Pay Equity Committee and its members have begun to analyze the compensation of women, men, whites and non-whites, and older and younger employees *starting in the newsroom. This investigation is preliminary and ongoing.*

One purpose of the Committee’s investigation, of course, is to become informed about how people in substantially similar roles are paid and to try to understand differences in compensation, all things being equal. In addition, our intention is to meet with management to study the data together and collaborate on ways to address pay disparities.

Our investigation and data analysis

The Committee has looked at compensation paid to 112 Guild members in the newsroom: copy editors, editorial assistants (clerks), columnists, reviewers, critics, editorial writers and assistant editor, artists/designers, the Washington bureau reporter and all reporters – including the below-

scale Go-Team. Of those 112 members, 72 are men and 40 are women; 92 are white and 20 are non-white.

While our study begins with the newsroom, we intend to engage in a similar analysis of Guild positions outside of the newsroom, and to discuss with the Company pay equity issues arising in the near future.

In this letter, we will share our findings thus far (see below). We relied on data pulled together as of June 14, 2016 as provided to the Guild by the Company over time as individuals have been hired, promoted, and provided overscale pay and annual across-the-board raises. While painstaking work has occurred to get the most up-to-date data and to categorize employees based on what they actually do rather than upon what is sometimes out-of-date information about their job positions, we recognize that our data may be incomplete. Thus, we clarify that this is an investigatory exercise and we are very much interested in continuing this conversation with management to address what appear to be continuing and deep-rooted inequities in pay between men and women and whites and non-whites, and younger and older employees. We are confident that the Company will be interested in collaborating with us to rectify this situation and bring members' pay in line with fairness as the requirements of the law.

Remedies

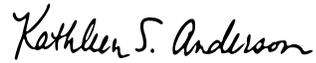
The Committee's initial analysis shows that there are, indeed, inequities in pay between women and men and whites and non-whites and employees over and under age 50. Here are our initial thoughts on what should be done moving forward:

- 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 Guild newsroom employees under 50.
- Remedial back pay should be made.
- Raises in base-level pay should be made.
- Guild employees must be identified by their proper current assignment, as well as all previous assignments.

Next steps

We request a meeting with your management team as soon as possible to discuss our findings and a plan of action going forward. We are available to meet after September 23, 2016. Please contact Kat Anderson at (415) 298-1335 or both Anderson and Carl Hall via email. Please always include Hall and Anderson on all emails and other correspondence pertaining to this matter.

Very truly yours,



Kat Anderson
Administrative Officer

Cc: Carl Hall, Executive Officer