

POLITICO Paybook: Show us the money

POLITICO Paybook

Presented by  PEN Guild

***NOT* DRIVING THE DAY**

SO CLOSE, YET SO FAR — It's been 190 days since PEN Guild gave POLITICO management the union's proposals for fair and equitable pay. Their response so far? **Zip. Zilch. Nada.** Management has not reciprocated with a proposal of their own.

Management has said they won't share their wage proposal until we finish negotiations on non-economic issues. Well, we want to talk about pay equity — because POLITICO has a real problem, and we want to solve it.

WE GOT CHARTS — Management knows it has a problem. More than one year ago, management promised to conduct an internal pay equity analysis, but never released it, so PEN Guild decided to do its own.

What we found: Black employees, on average, make 78 cents for every dollar compared to their white counterparts. Asian and Latino staff make an average of about 80 cents to the dollar compared to their white coworkers.



Fair and equitable? HMMMMMMMM.

A message from PEN Guild:

The employees of POLITICO and E&E News formed a union in order to achieve a fair and equitable newsroom. This is a profitable, billion-dollar company and it is well past time for management to start paying all of their workers fairly. Reducing pay disparities and fully compensating employees for their extra labor will mean less burnout and a healthier, more stable workforce. That's good news for employees *and* the company. But we can't achieve it when management refuses to even discuss economic issues.

WAIT, THERE'S MORE — Women and nonbinary staff of all races receive an average of 93 cents for every dollar their male colleagues make.

“ONE” OTHER THING: POLITICO touts that we are “One POLITICO,” but they don't pay reporters across the company equally. POLITICO Pro staff get 78 cents to the dollar compared to main site staff and E&E News staff are earning only 85 cents to the dollar.

More tidbits:

- **How raises work is opaque.** Some members are told there's a 3.5 percent cap on raises. Others get raises that are more than double that “cap.”
- **Management insists paying overtime is not compatible** with operating a news organization. (Don't tell the NYT or AP, which have been doing it for years.)

- **Since we formed the union in November 2021**, more than 20% of the unit has left the company for other jobs, including those with better pay.



SPOTTED: PEN Guild’s pay provisions.

Our proposal will reduce racial and gender pay gaps for everyone. It will set new salary floors for all positions to make sure no one is underpaid when they arrive at the company or get promoted to different roles. And it will establish guaranteed, consistent, predictable and transparent policies for raises.

IS THERE MORE TO DO? Holy moly, yes. We want to see all of those disparities disappear. But we can’t start negotiating fixes until management shows us a plan on pay.

While we wait for management to decide they’re ready to talk, Black and white colleagues are being paid unequally, women continue to earn less than men, reporters aren’t being equally paid for equal work and more of our peers have become **“former POLITICOs.”**

Management knows all this because we’ve told them Management’s response so far:
[insert sound of crickets]

So once again, we are asking:

SHOW US THE MONEY



PAYBOOK READS

POLITICO's [30% profit margin](#), via the Wall Street Journal

"[Want Diverse Newsrooms? Unions Push for Pay Equity As a Path Forward](#)," via Nieman Reports

"[The awkward truth: fair pay and salary transparency in newsrooms](#)," via the Center for Journalism Ethics

"[Mind the gap: Uncovering pay disparity in the newsroom](#)," via the Asian American Journalists Association

"[The union advantage](#)," via the U.S. Department of Labor