

Guild Analysis of estimated racial impact of proposed Los Angeles Times layoffs (June 2023)

Prepared by Matt Pearce, version 1.1, June 12, 2023
President, Media Guild of the West, The NewsGuild-CWA Local 39213

Data sources: June 7, 2023 layoff notice from Los Angeles Times management to the Guild; April 2023 payroll production from Los Angeles Times management to the Guild; June 2023 active roster production from Los Angeles Times management to the Guild; Los Angeles Times news coverage by Meg James.

Total number of proposed layoffs of Guild-represented employees: 56 (12.3%) out of 455 total.¹

Total base pay (annualized) for Guild-represented employees targeted for layoff: \$5,178,859 (10.4%) out of \$49,894,814 total.

Layoffs by job classification:

Audio Producer	6 of 6 (100%)
Coordinator, Editorial	2 of 2 (100%)
Multiplatform Editor	33 of 59 (55.9%)
Librarian	1 of 4 (25%)
Listings Coordinator	2 of 2 (100%)
Multiplatform Editor, Times Community News	2 of 2 (100%)
Photo Editor	1 of 10 (10%)
Photojournalist, Times Community News	1 of 2 (50%)
Photojournalist	2 of 20 (10%)
Reporter, Times Community News	1 of 6 (16.7%)
Specialist, News Operations	3 of 3 (100%)
Specialist, Photo	1 of 1 (100%)
Writer, Editorial Pages	1 of 4 (25%)

¹ The Los Angeles Times reportedly targeted 74 positions for cuts overall. This data only addresses impact to 56 Guild bargaining unit positions. Times management has withdrawn one layoff for a photographer who was originally targeted.

Racial composition of all Guild-represented employees:

Race	Number	Percent of total
Asian American	65	14.3%
Black	36	7.9%
Latino	94	20.7%
Decline to state	7	1.5%
Two or More Races	22	4.8%
White	231	50.8%
Grand Total	455	100.0%

Racial composition of Guild-represented employees targeted for layoff:

Race	Number	Percent of layoff total
Asian American ²	12	21.4%
Black	3	5.4%
Latino	14	25.0%
Multiracial	4	7.1%
White	23	41.1%
Grand Total	455	100.0%

² One Guild member targeted for layoff is listed as “decline to state” in Times data. The member belongs to the Guild’s AAPI Caucus and requested to be counted as Asian American for the purpose of this analysis.

Racial composition of Guild-represented employees whom management selected to “skip” for layoff by seniority order:

Race	Number skipped
Asian American	2
Black	2
Latino	4
Multiracial	1
White	2
Grand Total	11

Racial composition of Guild-represented employees targeted for layoff because of management’s use of “skips”:

Race	Number targeted
Asian American	1
Black	1
Latino	3
Multiracial	1
White	4
Grand Total	10³

³ In the photojournalist layoff cluster, management’s reversal of one targeted layoff means that one of its initial “skips” has been applied to a photojournalist who is no longer in layoff order.

Of the largest clusters of Guild journalists, Times management picked the most diverse group – Multiplatform Editors – to make its deepest cuts:

General clusters	White	People of color	Targeted for layoff	% of Department POC
Assistant Editor	28	19	0 of 47	40.4%
Multiplatform Editor	25	34	33 of 59	57.6%
Photojournalist	11	9	2 of 20	45.0%
Reporter, Columnist/Critic ^{4 5}	112	86	0 of 198	43.4%

Racial composition of Multiplatform Editor cluster, before and after the proposed layoff:

Race	BEFORE LAYOFF		AFTER LAYOFF	
	Count of Race	% of Cluster	Count of Race	% of Cluster
Asian	9	15.3%	4	15.4%
Black	5	8.5%	3	11.5%
Latino	17	28.8%	5	19.2%
Two or More Races	3	5.1%	0	0.0%
White	25	42.4%	14	53.8%
Grand Total	59	100.0%	26	100.0%

⁴ Excludes Times Community News and Washington, D.C. reporter classifications.

⁵ Reporters and Columnist/Critics are split into three separate layoff clusters – news, sports and features – none of which were targeted for layoff.

The racial impact if the 34 Multiplatform Editor layoffs were targeted at other large clusters of Guild-represented employees by straight seniority:

General clusters	White	People of color
Assistant Editor	20	14
Multiplatform Editor	11	23
Photojournalist ⁶	10	6
Reporter, Columnist/Critic ^{7 8}	14	20

Racial composition of Guild-represented employees in the Multiplatform cluster whose jobs would be saved if buyouts are accepted and credited to reducing layoffs in the cluster:

Number of layoffs prevented via buyout	Asian American (jobs saved)	Black (jobs saved)	Latino (jobs saved)	Multiracial (jobs saved)	White (jobs saved)
10 buyouts:	2	1	3	1	3
20 buyouts:	3	2	7	2	6
30 buyouts:	5	2	11	3	9

⁶ Number of Multiplatform Editor layoffs exceeds the number of Photojournalists. Skips included in this count.

⁷ Excludes Times Community News and Washington, D.C. reporter classifications.

⁸ Reporters and Columnist/Critics are split into three separate layoff clusters – news, sports and features – none of which were targeted for layoff.