

**Aug. 23**

Bake sale in El Segundo to raise money for Times Community News colleagues who had to pay for monthly parking (they're the most underpaid journalists we have on staff)

\$1,473.75 collected in cash, \$3,515.83 collected via GoFundMe (after commission).



# BAKE SALE

**You eat, so they can too**

Downtown parking costs are slicing into Times Community News reporters' already-low salaries. The company isn't covering the full cost, so we're pitching in.

**12 p.m. Thursday, August 23**

7th floor, El Segundo office

**Sept. 21**

T-shirts and doughnut break during bargaining:

<https://twitter.com/latguild/status/1043218756556607489>



## Oct. 2

Group photo with T-shirts during bargaining, social media posts in shirts.

85-95 in attendance. Shut down by security. Lawyers called the action “childish” and “disrespectful, then threatened to move bargaining off-site if we couldn’t cut “shenanigans.”



## Mid-December

Christmas wish list: We asked members to fill out little slips of paper telling us why they wish for better pay, then we hung them on gold Christmas trees throughout the office:

<https://twitter.com/latguild/status/1073695891628875776>

## Dec. 19

Guild holiday photo: <https://twitter.com/latguild/status/1075563028299407360>

## Week of Jan. 1

Guild-themed New Year’s resolutions: We printed signs for people to fill out and also created an image generator so that they could tweet their resolutions as well:

<https://twitter.com/latguild/status/1082428859033612288>

## Jan. 9

Slack status change: We turned our logo into a Slack emoji, then asked members to add them next to their names <https://twitter.com/latguild/status/1083164530383843328>



## Jan. 16

Just for fun, we had lick-and-stick tattoos made. They were a hit on social media and staffers had a lot of fun putting them on themselves and their kids for selfies.

**Feb. 13**

Open letter to LAT management opposing its proposal on intellectual property rights:

<https://latguild.com/news/2019/2/13/open-letter-intellectual-property>

**Feb. 14**

Social media valentines to the company themed around its proposal on intellectual property:

<https://twitter.com/latguild/status/1096120118600290304>

**March 19**

Masthead “staredown”: Ahead of the A1 news meeting, we lined the walkway to the conference room and silently confronted management. Some of them walked around us to avoid eye contact. Then people filed past the room as the meeting took place:

<https://twitter.com/cmonstah/status/1108444490035953664>

**March 22**

The company offered us free pizza, supposedly to acknowledge our hard work and the first quarter of the year, so we made this graphic and urged members to tweet about they're grateful for a free lunch but would rather, you know, get paid:

<https://twitter.com/hugomartin/status/1109119165636329472>

**April 2**

#EqualPayDay2019 social media campaign (coordinated with NewsGuild headquarters):

[https://twitter.com/Adriana\\_Lacy/status/1113131951009935360](https://twitter.com/Adriana_Lacy/status/1113131951009935360)

# EQUAL PAY FOR EQUAL WORK

#EqualPayDay2019



L.A. TIMES GUILD

## April 10

Lunchtime walkout: <https://twitter.com/LATBermudez/status/1116075381109297152>



## April 17

A little humor makes bargaining more tolerable: We joke that our yellow T-shirts make us look like bananas, so we combined our eagle logo with a banana and made stickers and served up banana cream pie for National Banana Day:

<https://twitter.com/gaufre/status/1118591334447628288>

## May 14

Another lunchtime walkout (the team tried chanting this time too -- we could hear it from the conference room we were bargaining in):

<https://twitter.com/latguild/status/1128387224091803650>

**June 7**

Rainbow-branded swag for pride month!



**June 18**

Open letter to Patrick Soon-Shiong marking the anniversary of the sale, signed by more than 300 members of the newsroom

<https://latguild.com/news/2019/6/17/dear-dr-patrick-its-been-a-year-since-you-bought-the-times-its-also-been-a-year-since-we-began-bargaining>

**July 15**

Asked Guild members to use the meme generator to create “Dear editors ...” tweets



**July 23**

Masthead meeting sit-in: Everyone wore T-shirts and we printed out tweets from the previous action to use as signs

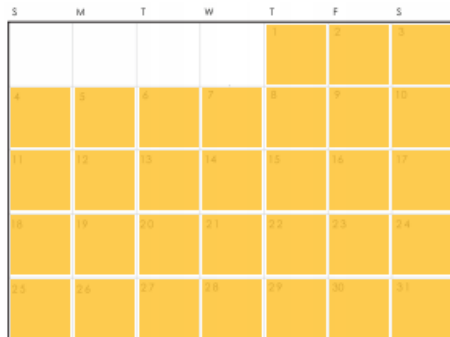


**Aug. 1**

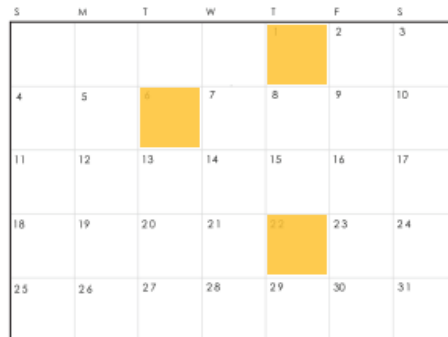
Calendar graphic to illustrate the pace of bargaining -- printed versions were dropped on desks throughout the newsroom and we tweeted the graphic

# WE'RE WAITING

Days the Guild proposed for bargaining in August



Days of bargaining that management has agreed to

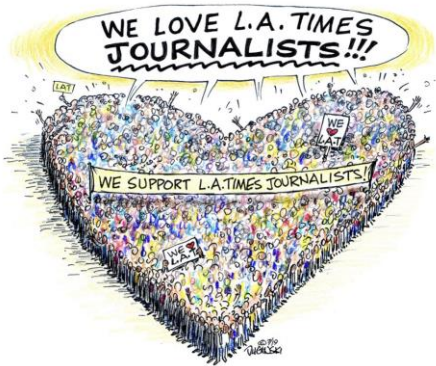


The L.A. Times Guild remains ready and eager to bargain. But we can't bargain with an empty chair.



**Aug. 6**

We repeated the masthead meeting sit-in, but this time we signaled the end of the sit-in by having members sync their phone alarms to go off at 11:23 a.m. All the jangling and noise was really disruptive to the meeting and caught editors off guard.



### Aug. 7

Reader campaign: postcards, letters and voicemails of support: <https://latguild.com/news/readers-support-the-guild>

### Aug. 27

Snack drive for bargaining committee members to get them through marathon sessions of 12-hour+ days.

### Sept. 3

Masthead meeting sit-in immediately followed by a 15-minute coordinated break, chanting “fair contract now” as we left the meeting: <https://twitter.com/CShalby/status/1168950614023385088>

We took a group photo at the end, after we had all left the building and walked to a Starbucks nearby. This action also included tweeting the hashtag #LATGuild, which was briefly trending across California.



### Sept. 10

Twitter/Slack action changing profile pictures and putting “FAIR CONTRACT NOW” in display names: <https://twitter.com/latguild/status/1171535326084362240>