

AGREEMENT

between

GENERAL SERVICES ADMINISTRATION

and

AMERICAN TELEPHONE AND TELEGRAPH COMPANY
On Behalf of All Bell Telephone Companies*

General Services Administration (designated compliance agency) and American Telephone and Telegraph Company (A.T. & T.) are committed fully to the principle of equal opportunity in employment for all persons.

All Bell Telephone Companies have embarked on a comprehensive effort to inform employees and the general public that all jobs are open to all people regardless of race, color, sex, religion, national origin or age.

In accordance with their respective compliance responsibilities as set forth in the regulations promulgated by the Secretary of Labor, Office of Federal Contract Compliance, under Executive Order 11246, as amended, the General Services Administration and the American Telephone and Telegraph Company, on behalf of all Bell Telephone Companies, have arrived at the following agreement.

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- * New England Telephone and Telegraph Company
The Southern New England Telephone Company
New York Telephone Company
New Jersey Bell Telephone Company
The Bell Telephone Company of Pennsylvania and
The Diamond State Telephone Company
The Chesapeake and Potomac Telephone Companies
Southern Bell Telephone and Telegraph Company
South Central Bell Telephone Company
The Ohio Bell Telephone Company
Cincinnati Bell, Incorporated
Long Lines Department of American Telephone and Telegraph Company
Michigan Bell Telephone Company
Indiana Bell Telephone Company, Incorporated
Wisconsin Telephone Company
Illinois Bell Telephone Company
Northwestern Bell Telephone Company
Southwestern Bell Telephone Company
The Mountain States Telephone and Telegraph Company

SECOND DISTRICT OFFICE

J. B. E. W.

SEP 25 1972

A.T. & T. has submitted to the General Services Administration copies of a model Affirmative Action Program (Exhibit 1), a model Upgrade and Transfer Plan (Exhibit 2) and model Qualifications and Job Briefs (Exhibit 3). The General Services Administration has reviewed Exhibits 1, 2 and 3.

Each Bell Telephone Company, based on the A.T. & T. models, has prepared and implemented its own Affirmative Action Program and has implemented, or is in the process of implementing its own Upgrade and Transfer Plan including Qualifications and Job Briefs.

Affirmative Action Program

A.T. & T. pledges to continually review the progress each of the Bell Telephone Companies is making in exerting a reasonable and good faith effort to meet stated goals and timetables. Specifically, A.T. & T. will endeavor to have each Bell Telephone Company establish by October 1, 1972 goals for males in operator and clerical jobs. These calendar year goals are to be a percent of the total job opportunities in each job category and shall be prorated for the balance of 1972. These goals will be modified annually, beginning December 31, 1973 as experience indicates or if business needs require it.

Operator--5%(Male) of job opportunities (vacancies).

Entry Clerical Positions--8%(Male) of job opportunities (vacancies).

A.T. & T. will endeavor to have each Bell Telephone Company establish by October 1, 1972 goals for females in semi-skilled outside craft jobs. This calendar year goal is to be a percent of the total job opportunities in this category and shall be prorated for the balance of 1972. This goal will be modified annually, beginning December 31, 1973 as experience indicates or if business needs require it.

Semi-skilled Outside Craft--10%(Female) of job opportunities (vacancies).

honor all requests for transfer or applications for hiring into these jobs by qualified females.

A.T. & T. will endeavor to have each Bell Telephone Company eliminate by October 1, 1972 any limitations on the percentage of minorities and female employees transferring into positions in each major job classification.

Upgrade and Transfer Plan

A.T. & T. will endeavor to have each Bell Telephone Company establish by January 1, 1973 an Upgrade and Transfer Plan including Qualifications and Job Briefs resembling the model Plan and Job Briefs.

A.T. & T. pledges that each Bell Telephone Company will conduct an information program to inform its employees of the provisions of its new Plan.

The General Services Administration agrees that based on the undertakings contained herein the said model Affirmative Action Program and model Upgrade and Transfer Plan including the model Qualifications and Job Briefs are approved with the reservations noted below.

The General Services Administration agrees that, unless there is a major variance from the A.T. & T. model, each Bell Telephone Company's Affirmative Action Program and Upgrade and Transfer Plan including Qualifications and Job Briefs, as pledged to be modified herein, will be in compliance with the requirements of Executive Order 11246, as amended, and all rules, regulations, guidelines and orders, including Revised Order No. 4, promulgated pursuant thereto. In the event of a major variance, General Services Administration and the Bell Telephone Company involved will resolve the matter.

General Services Administration agrees to advise all personnel assigned to conduct compliance reviews in the Bell System of this Agreement.

This Agreement shall be effective as of October 1, 1972 and shall remain in effect for an initial period of fifteen (15) months to and including December 31, 1973 and shall continue in effect thereafter unless terminated by sixty (60) days' prior written notice given by either party to the other, expressly stating its intention to terminate this Agreement, in which case this Agreement shall terminate sixty (60) days following the receipt of such notice.

General Services Administration

By E.E. Mitchell
Director of Civil Rights

Witnessed by:

Arthur J. [Signature]
Don R. [Signature]

American Telephone and Telegraph
Company of Behalf of All Bell
Telephone Companies

By [Signature]
President

By D. K. [Signature]
Vice President
Human Resources Development

Witnessed by:

[Signature]