

AN AGREEMENT BETWEEN GSA AND AT&T

by

ARTHUR F. SAMPSON

ACTING ADMINISTRATOR OF GENERAL SERVICES

PRESS CONFERENCE

GENERAL SERVICES ADMINISTRATION

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THANK YOU. I AM PLEASED TO ANNOUNCE THAT THE GENERAL SERVICES ADMINISTRATION HAS REACHED A LANDMARK AGREEMENT WITH THE AMERICAN TELEPHONE AND TELEGRAPH CO. REGARDING EQUAL EMPLOYMENT OPPORTUNITY.

YESTERDAY, I MET WITH ROBERT LILLEY, PRESIDENT OF AT&T, AND WE FORMALIZED THIS AGREEMENT.

THE AGREEMENT AFFECTS 21 MAJOR BELL SYSTEM COMPANIES IN 700 ESTABLISHMENTS THROUGHOUT THE COUNTRY. THESE COMPANIES EMPLOY ALMOST 800,000 PERSONS AND PROVIDE APPROXIMATELY 125,000 JOB OPPORTUNITIES EVERY YEAR.

OUR AGREEMENT GUARANTEES EQUAL JOB OPPORTUNITY FOR MEN AND WOMEN REGARDLESS OF RACE, COLOR, RELIGION, NATIONAL ORIGIN OR AGE.

WE CONSIDER IT AN IMMENSELY IMPORTANT MILESTONE IN THE HISTORY OF EQUAL EMPLOYMENT OPPORTUNITY FOR THIS COUNTRY. THERE CAN BE NO DOUBT THAT THIS AGREEMENT WILL PRODUCE SIMILAR AGREEMENTS IN OTHER INDUSTRIES.

FOR PROVIDING THIS LEADERSHIP, AT&T IS TO BE CONGRATULATED.

I AM SURE YOU ARE INTERESTED IN SOME OF THE PARTICULARS.

AT&T HAS SUBMITTED TO MR. MITCHELL AND OUR CIVIL RIGHTS OFFICE MODEL PLANS REGARDING AN AFFIRMATIVE ACTION PROGRAM, UPGRADING AND TRANSFERRING PLANS, AND DOCUMENTS REGARDING JOB QUALIFICATIONS AND DESCRIPTIONS OF JOB OPENINGS.

WE HAVE REVIEWED AND COMMENTED UPON THESE DOCUMENTS AND ARE COMPLETELY SATISFIED WITH THEIR PRESENT CONTENT. EACH OF THE 21 BELL COMPANIES COVERED HAS ALSO PREPARED OR IS PREPARING ITS OWN DOCUMENTS IN THESE AREAS, BASED ON THE AT&T MODELS. THESE INDIVIDUAL COMPANIES, INCLUDING ALL THEIR ESTABLISHMENTS, WILL BE UNDER CONTINUING REVIEW BY GSA'S CONTRACT COMPLIANCE PERSONNEL THROUGHOUT THE COUNTRY TO ENSURE IMPLEMENTATION OF THEIR PLANS.

THE OVERALL AGREEMENT WILL, DURING THE NEXT 15 MONTHS, SECURE MORE THAN 50,000 HIGHER-PAYING JOBS FOR QUALIFIED WOMEN EMPLOYEES. TEN PERCENT OF THESE WILL BE MANAGEMENT-LEVEL JOBS.

SOME 6,600 MINORITY MEN WILL MOVE INTO BETTER-PAYING JOBS AS A RESULT OF THE AGREEMENT. OVER 12 PERCENT OF THESE WILL BE WITHIN MANAGEMENT.

BY OCTOBER 1, THE COMPANIES WILL LAUNCH A PROGRAM WHEREBY FIVE PERCENT OF THE COMPANY'S "OPERATOR" JOBS WILL BE FILLED BY MALES.

MANY OF THE SEMI-SKILLED OUTSIDE CRAFT JOB VACANCIES WILL BE FILLED BY WOMEN.

AFTER OCTOBER 1, THERE WILL BE NO LIMITATIONS ON THE PERCENTAGE OF MINORITY PERSONS OR FEMALE EMPLOYEES

THE COMPANIES WILL CONDUCT WIDESPREAD INFORMATION SESSIONS TO INFORM EMPLOYEES OF THESE AND OTHER CHANGES.

THERE ARE A NUMBER OF OTHER PROVISIONS IN THE PLAN, MOST OF WHICH WE HAVE DETAILED IN THE PRESS RELEASE WHICH IS AVAILABLE FOR YOU.

AS YOU MAY KNOW, GSA, AS AN ARM OF THE EXECUTIVE BRANCH OF OUR GOVERNMENT, IS CHARGED WITH MONITORING THE EQUAL EMPLOYMENT OPPORTUNITY PROVISIONS OF 15 MAJOR AMERICAN INDUSTRIES, AT&T AMONG THEM. SINCE GSA PROVIDES THE COMMUNICATIONS EQUIPMENT AND SERVICE FOR MOST OF THE FEDERAL GOVERNMENT, IT WAS NATURAL FOR THE COMMUNICATIONS INDUSTRY, OF WHICH AT&T IS A SIGNIFICANT PART, TO BE ASSIGNED TO GSA AS ONE OF OUR AREAS OF CONCERN.

IT HAS BEEN A MOST SUCCESSFUL PROGRAM. I AM CONVINCED THAT THIS MAJOR STEP ON THE PART OF AT&T WILL HAVE GREAT SIGNIFICANCE IN OTHER INDUSTRIES. I CONGRATULATE AT&T FOR THEIR INSIGHT AND FOR THE SPLENDID COOPERATION THEY HAVE EXHIBITED.

PRESIDENT NIXON HAS CONTINUALLY CALLED FOR FULL EQUALITY IN EMPLOYMENT OPPORTUNITIES FOR ALL AMERICANS. DURING HIS ADMINISTRATION, ON JUNE 9, 1970, GUIDELINES ON SEX DISCRIMINATION AMENDING TITLE 41 OF THE CODE OF



ON APRIL 5 OF THIS YEAR, SECTION 715B OF TITLE VII OF THE CIVIL RIGHTS ACT WAS AMENDED TO STRENGTHEN SEX DISCRIMINATION GUIDELINES AS ENFORCED BY THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION.

TODAY'S ANNOUNCEMENT IS OF PROFOUND SIGNIFICANCE IN THE REALIZATION OF THE ADMINISTRATION'S HOPE IN THIS REGARD. I AM VERY PLEASED THAT BOB BROWN IS HERE TO REPRESENT PRESIDENT NIXON.

AT THIS TIME I WOULD LIKE TO OPEN THE CONFERENCE FOR QUESTIONS AND ANSWERS.