Today, the Federal government-- represented by the Equal Employment Opportunity Commission, the Department of Labor and Justice Department -- has reached its second agreement in 18 months with the American Telephone and Telegraph Company. AT&T signed its first equal employment with the government on January 18, 1973, providing more than $49 million in backpay and prospective relief to non-management employees of AT&T and its 24 operating companies.

Under the new consent decree, more than 40,000 management employees within the Bell system will receive an estimated $45 million in backpay and promotion adjustments during the first year of the agreement.

The action filed today in U.S. District court in Philadelphia, the government charged AT&T with violation of Title of the 1964 Civil Rights Act, the Equal Pay Act of 1963, and Executive Order 11246, by paying male and female salaried workers at different rates for comparable jobs. To correct these inequities, the AT&T has agreed for salary adjustments within each of AT&T's operating companies insuring that employees receive the same pay for the same work; and the company area for a re-evaluation of all management positions and all comparable jobs in the same salary ranges. AT&T will also establish new minimum salaries for all management level positions.

Under the terms of the agreement, victims of the unequal pay policy will receive $7.4 million in backpay; those receiving promotions will get an additional $14.7 million; and those being upgraded through job re-evaluation will receive an estimated $27.8 million.
Because the Bell System-- which employs over 750,000 persons-- is the nation's largest single employer, and its operating companies are located throughout the nation, the impact of this agreement will be felt by employers nation-wide. With this $94 million AT&T settlement as an example, all companies and unions should now clearly understand that the Federal government will not tolerate the continued -- of discriminatory employment practices; and we are prepared to call upon all the statutory machinery available to us in order to hasten the achievement of equal opportunity for all the nation's workers.