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CWA Local 4340

Mobilization 2008

October 23, 2008

Here we are, at a crossroad in our country's history, ready to make a stand and do what is right for all Americans, especially those working families that we represent on a daily basis. Below, we have yet another example of how the right administration can make such a huge difference in our daily lives.

I can't believe that we have published 20 of these articles already. Time flies...

1970: Government Charges AT&T with Discriminatory Employment Practices

On December 10, 1970, the U.S. Equal Employment Opportunity Commission (EEOC) filed charges against AT&T and its twenty-four operating companies on the basis of sex, race and national origin in their employment practices. The specific charges included:

- 1. Extreme segregation of jobs by sex. The Commission found that almost all low-paying jobs in the Bell System were held by women.**
- 2. Recruiting, hiring and promotion practices which discriminated against women.**
- 3. Lower wages paid to women than to men for equivalent jobs.**
- 4. Very few Blacks in craft jobs.**
- 5. Very few Hispanic workers anywhere in the Bell System.**
- 6. Minorities grouped in the lowest paying jobs.**

The EEOC tried for two years to force AT&T to comply with the equal opportunity requirements of the Equal Pay Act of 1963 and the Civil Rights Act of 1964. Finally, on January 18, 1973, AT&T, the EEOC, the Department of Labor and the Justice Department reached an agreement on the charges. The settlement, called the "consent decree," provided for compensation for the victims of past discrimination and an affirmative action program for changing the pattern of discrimination in the Bell System.

The settlement included \$15 million in back pay to 13,000 women and minority men, and an estimated \$30 million in wage adjustments for women and minority workers. A second consent decree signed on May 30, 1974, provided \$30 million back pay and wage adjustments to 25,000 employees in lower management positions.

Given the right people in the right places, there is much we can accomplish if we stick together and drive toward our single goal...

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