

subject: Employees Utilization

FCC STAFF #1



AT&T

date: November 24, 1971

 file no. [gl: 3D2.1
other:

 American Telephone &
Telegraph Company
195 Broadway
New York, N. Y. 10007
Phone (212) 393-9600

to: Operating Vice Presidents and Vice Presidents-Personnel

 from: Assistant Vice President-Operations (Traffic)
Assistant Vice President-Personnel
Assistant Vice President-Personnel

synopsis:

* * *

The Traffic Department (Network Operations) has been working actively for some time to modify its Organization in a way which will encourage the upward mobility of women and minority people.

A key step taken in 1969 was the structuring of the Organization functionally as Operator Services, Switching and Facilities, Business Services, Planning, and Staff. This change eliminates the requirement for women, many of whom enter as operators, to become competent in Traffic Engineering before they can reach the District Level. Thus facilitating the career path in the Operator Services Organization for women moving to high executive positions.

In addition, the Companies have been hiring an increasing number of males as operators. We think that enough experience has been developed to be of benefit to you as you move forward to utilize more men in this important job in our business. We encourage you to make it clear throughout your Organization, that the Operator's job is available for qualified people regardless of sex, race, creed, or national origin.

Mr. Barrett and Mr. Ashton are writing to the General Traffic Managers outlining the information available to make this effort more effective. We can clearly state that the Operator's job can be done well by people regardless of sex, race, creed, or national origin if we pay good wages, if we do a good employment and training job, and if the people are well managed by supportive and knowledgeable managers.

Other steps that we have taken to improve equal employment opportunity and advancement are as follows:

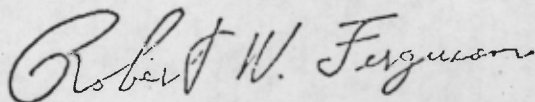
- ①. We have recommended the elimination of the Second Level Traffic Manager (originally a training job) and suggested that the Chief Operator report directly to the District Manager-Operator Services. The Manager-Operator Services (Chief Operator's job) then, except for small offices,

- 2 -

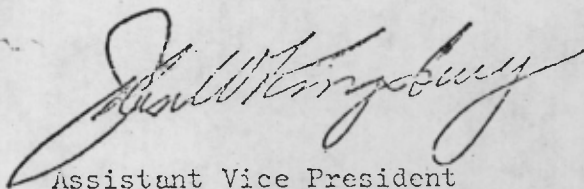
2. We have recommended that the Group Chief Operator have twenty plus operators and a Service Assistant (a training specialist) reporting directly to her. This job has been titled as Assistant Manager-Operator Services and generally evaluates at the first level equivalent to the Plant Foreman.

We are deeply interested and committed to the whole effort of Equal Employment Opportunity and Advancement. The steps we have outlined above should facilitate these objectives in your Company.

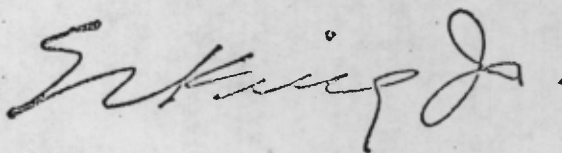
If you have any questions, please feel free to call any of us.



Assistant Vice President



Assistant Vice President



Assistant Vice President