



Congress of the United States
House of Representatives
Washington, DC 20515

May 13, 2005

Via Fax: 202-663-4900

The Honorable Cari M. Dominguez
Chair
U.S. Equal Employment Opportunity Commission
1801 L Street, N.W.
Washington, D.C. 20507

Dear Chair Dominguez:

We write to express our concerns about your recently-announced proposal to reorganize the Equal Employment Opportunity Commission. Most importantly, we ask that the EEOC Commissioners postpone any vote on accepting this proposal until after all relevant parties, including Congress, the EEOC workforce, and stakeholding constituencies, have had a fair and reasonable opportunity to fully analyze the proposal and provide the EEOC with comment.

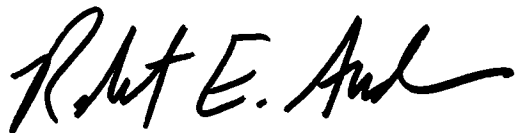
Both congressional staff and EEOC employee representatives were briefed on the proposal less than a week before the scheduled, May 16, 2005, vote by Commissioners. We are still analyzing the proposal and are awaiting further details on the proposal from your agency. The limited manner in which the proposal has been disseminated to the public via a press release obviously restricts the public's ability to evaluate the proposal prior to the Commissioners' vote. In short, both the manner and time frame within which the proposal has been disclosed frustrates the ability of all agency stakeholders to fully understand, evaluate, and provide valuable input on the proposal. For a nationwide reorganization of the agency enforcing fundamental civil rights laws, such input should be actively sought.

Constituents are raising serious and wide-ranging questions about the proposal. How will the proposal to alter regional offices affect current and future litigation? How will the proposal to split more states between two district offices affect the efficient coordination between state civil rights agencies and the district offices? To what extent will local offices have sufficient in-house attorney staffing under the proposal in the near- and long-term? How much will the workload of District Directors and Regional Attorneys increase in the near- and long-term and how will any increase affect the agency's ability to litigate all appropriate cases? Without more details on the proposal and more time to analyze the proposal, neither Congress nor any other stakeholder can grasp the proposal's full impact – either on the agency's finances or on the effective enforcement of the nation's civil rights laws.

We appreciate your commitment to the agency's mission. We ask that you provide Congress and the public more time to consider it, seek answers to questions, and comment upon it. No doubt, any reorganization would immensely benefit from such input from the stakeholders. We understand that you have relied, at least in part, on recommendations from the National Academy of Public Administration for crafting your reorganization proposal. Among them, however, was a recommendation that the EEOC seek input from key constituencies, including via a website that would allow the public to comment on a proposal. We urge the EEOC to follow that recommendation with respect to your proposal.

Again, for the sake of ensuring an open and transparent decisionmaking process and ensuring the success of any reorganization of the agency, we request that you delay any vote on the reorganization proposal until Congress and the public have had a meaningful opportunity to evaluate the proposal and provide the Commissioners with their input. Thank you for your attention.

Sincerely,



ROBERT E. ANDREWS
Ranking Democrat
Subcommittee on Employer-
Employee Relations



GEORGE MILLER
Ranking Democrat
Committee on Education &
the Workforce



MAJOR OWENS
Ranking Democrat
Subcommittee on Workforce
Protections



ELEANOR HOLMES NORTON
Member of Congress

cc: The Honorable Naomi C. Earp
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The Honorable Leslie E. Silverman
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