



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

July 7, 2005

The Honorable Cari Dominguez
The Honorable Naomi Churchill Earp
The Honorable Stuart J. Ishimaru
The Honorable Leslie E. Silverman
Equal Employment Opportunity Commission
1801 L Street, N.W.
Washington, DC 20507

Dear Chair Dominguez and Commissioners:

We write to express our continued concern regarding the proposed reorganization plan for the Equal Employment Opportunity Commission (EEOC).

We appreciate the EEOC's responsiveness to initial concerns, expressed by ourselves and others, about the process for considering the reorganization proposal. Opening the proposal to public comment, holding a public forum, and providing additional briefings to congressional staff were welcome improvements to a process that originally called for a vote by the Commission one week after public release of the proposal, without public comment or sufficient time for stakeholders to study and understand the proposal.

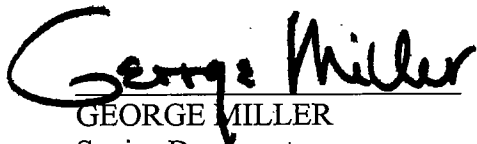
Nevertheless, the one public forum that was held on the proposal, on June 23, 2005, revealed that significant questions and concerns persist among the stakeholder communities – employees, state agencies, and civil rights organizations. Because of the importance of these stakeholders in the enforcement of our civil rights laws, it is critical that the Commissioners ensure that their questions and concerns are fully addressed prior to acting on any reorganization proposal. A successful reorganization on the scale proposed requires the understanding and support of these stakeholders.

Although some improvements were made in the proposal, serious questions remain about the effect of the reorganization. We urge the Commissioners to further consult with stakeholders on how to improve the proposal before accepting it. For example, there are concerns about whether all offices will be sufficiently staffed, whether offices will continue to perform certain vital responsibilities, and whether the investigation and litigation processes will actually benefit from the repositioning.

We have been told that many of these concerns depend upon details to be worked out in the implementation of the proposal. If that is the case, we request that Commissioners only consider accepting the proposal on the condition that the EEOC provides for additional public comment, congressional staff briefings, and other stakeholder meetings to solicit and receive specific input throughout the implementation process and responds with appropriate changes and adjustments.

We appreciate your consideration of these views and your commitment to effective civil rights law enforcement.

Sincerely,



GEORGE MILLER
Senior Democrat
Committee on Education
& the Workforce



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



MAJOR OWENS
Ranking Democrat
Committee on Workforce Protections



STEPHANIE TUBBS JONES
Member of Congress



LOIS CAPPS
Member of Congress



ELEANOR HOLMES NORTON
Member of Congress