



**NATIONAL COUNCIL OF EEOC LOCALS, NO. 216  
COUNCIL AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL/CIO**

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*Maintaining a tradition of educating both sides of the aisle about EEOC concerns impacting workers and employers.*



**RECORD LOW STAFF AT EEOC LEFT TO DIG OUT FROM CRUSHING WORKLOAD**

**EEOC Must Hire Critical Frontline Positions:** EEOC ended FY13 with a record low 2,147 employees, down 14% from 2,505, since the FY11 hiring freeze. EEOC’s Office of Inspector General calls it a “major challenge” that “investigative staff, the primary staff responsible for handling private sector charges of discrimination, decreased from 726 to 656, a decline of (9.6%).” EEOC’s Strategic Plan focuses on labor intensive systemic cases, but there is not even one systemic investigator per district.

**EEOC’s Remaining Skeleton Crew is Overwhelmed, Causing the Public to Suffer:** For FY13 EEOC’s backlog (70,781) is on the rise, after modest reductions in FY11 and FY12. Charge processing delays average 9 months. FY13 ranked in the top 5 years for charge receipts (93,727). Only 28 in-house call center staff (down from 64) are left to answer 20,000 calls/month, so the public faces 45 minute hold times.

**Job Destroying Discrimination Did Not Go On Furlough, Further Backing Up EEOC:** For FY13, sequestration slashed EEOC’s budget from \$370M to \$344M. EEOC passed the cuts along to staff, with 5 days of furloughs and a continued hiring freeze. EEOC resolved 14,000 fewer charges in FY13 than in FY12, due to short-staffing and furloughs. Nearly 3,150 charges piled up during the shutdown.

**EEOC Should Find Real Efficiencies To Save Money, Avoid More Furloughs, and Improve Service:** EEOC’s planned “efficiencies,” e.g., online pre-charge filing and tracking, do not help get the work done.

- **Pilot Council 216’s Cost Efficient Full Service Intake Plan**, which creates dedicated intake units in each office to free-up investigators to reduce the backlog and solves the current in-house call center crisis.
- **Flatten supervisor to employee ratio to 1:10**, by focusing hires on frontline staff vacancies.
- **Save on space/rental costs by using voluntary telework**, per the Telework Enhancement Act of 2010.
- **Eliminate Contracts** on work that can be performed in-house, e.g., evaluations of work practices, conference space, mediations within 100 miles of offices, information technology, and labor economist studies.
- **Cut travel for EEOC managers**, who make office visits that should be done by video-conference.

**Preserve Federal Employees’ Rights:** Pilots of a new draft Federal case management system, developed per EEOC’s Strategic Plan, threaten judicial independence in favor of numbers. Federal employees should not lose rights to discovery and a hearing. For full and fair hearings, administrative judges need subpoena authority.

**Title VII Created EEOC 50 Years Ago. Discrimination Still Costs Jobs Today. Congress Can Help:**

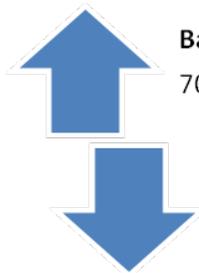
- Increase EEOC’s budget for FY15 from \$364M (\$3M below FY10) to at least \$373M (FY14 request).
- Make EEOC hire frontline (not supervisor) positions and flatten supervisor to employee ratio to 1:10.
- For FY15 maintain bill language requiring oversight of any EEOC reorganization. (H.R. 3547).
- Oversee Federal Sector changes, i.e., EEOC draft case management system and agency EEO pilots.
- Direct EEOC to pilot Council 216’s cost-efficient Full Service Intake Plan to help the public.
- Make EEOC save money and avoid more furloughs with real efficiencies, e.g., cutting unnecessary contracts and travel, space saving through telework, flattening supervisor to employee ratio to 1:10.
- Improve EEOC worker morale, which is sinking according to Federal workplace surveys, by requiring EEOC to: pay claims for willful overtime violations, per Arbitrator’s 3/23/09 decision; broadly implement the new CBA’s maxiflex pilot; embrace telework, and foster career development.
- Monitor EEOC’s Quality Control Plans to make sure the focus is on the public, not on numbers.
- End damaging across-the-board sequester cuts to agencies like EEOC providing vital services to the public.

**TITLE VII OF THE CIVIL RIGHTS ACT AT FIFTY:  
KEEP THE DREAM ALIVE BY CONTINUING BIPARTISAN SUPPORT OF EEOC**



*President Johnson signing the Civil Rights Act of 1964, as Dr. Martin Luther King, Jr. and others look on.*

**EEOC Must Have Adequate Staff to Enforce Bipartisan Civil Rights Laws:**



**Backlog Rising**  
70,781 cases

**Investigators 656**  
down 9.6%

“It is axiomatic that any substantial and sustainable effort to significantly reduce the charge inventory requires adequate numbers of staff (investigators in particular).” *Office of Inspector General, EEOC FY13 Performance and Accountability Report*

**Both Parties Have Supported EEOC’s Mission and Funding to Restore Staff and Reduce the Backlog:**

“Women deserve equal pay for equal work. She deserves to have a baby without sacrificing her job. . . . It’s time to do away with workplace policies that belong in a ‘Mad Men’ episode.”

*President Obama, State of the Union, 1/29/14*

“The Bush administration has requested \$341.9 million for EEOC in fiscal 2009, a \$12.6 million increase . . .”

*Daily Labor Report, 4/11/08*

Gingrich Backs EEOC Spend Increase, *Associated Press, 3/2/98*

“Discrimination against any American is un-American. We must vigorously enforce the laws that make it illegal. I ask you help to end the backlog at the Equal Employment Opportunity Commission. Sixty thousand of our fellow citizens are waiting in line for justice, and we should act now to end their wait.” *President Clinton, State of the Union, 1/27/98*

**Discrimination Continues to Destroy Jobs, Requiring an Effective EEOC:**

Fired for Being Pregnant, *East Bay Express, 1/22/14*

Equality Still Elusive 50 Years After Civil Rights Act, *USA Today, 1/20/14*

Why the Shrinking But Persisting Pay Gap Between Men and Women? *International Business Times, 1/15/14*

Religious -Discrimination Claims on the Rise, Complaints Include Dress Codes, Working on Sabbath, Handling Alcohol, *Wall Street Journal, 10/27/13*

For African Americans discrimination is not dead, *Pew Research Center, 6/28/13*

People with Disabilities Face 13.4% Unemployment Rate, *Wall Street Journal 6/12/13*

Brutal Job Search Reality for Older Americans Out of Work Six Months or More, *PBS News Hour, 5/3/13*