

EEOC Employees Celebrating 50 Years of Service 1965-2015



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

WHAT EEOC NEEDS TO SUCCEED - 50 YEARS AFTER OPENING ITS DOORS

Discrimination costs jobs, which harms a recovery. EEOC employees have been on the frontlines of civil rights enforcement for 50 years. We know what EEOC needs to better carry out its bipartisan mission.

It's Time for an EEOC Budget Increase: EEOC's budget in FY10 was \$367M, while in FY15 it is \$364.5M. EEOC has averaged a huge workload of 96,000 charge filings for 5 years. Your house and car show wear and tear after 5 years, so does EEOC. EEOC has used furloughs, "separation savings," and hiring freezes to get by, but the public suffers, e.g., 9 month processing delays, and 45 minutes hold time for live help. *Your constituents' jobs are lost waiting for EEOC.*

EEOC should use available hiring for frontline staff to tackle the backlog: EEOC ended FY14 with just 626 assigned investigators and 2,098 total FTEs, a net decrease from FY13 of 49 FTEs and 200 below the ceiling. Fewer frontline staff resolved 9,810 fewer cases. EEOC's backlog jumped in a year from 70,781 to 75,935 cases. According to EEOC's OIG: *"Reducing the charge inventory requires adequate numbers of staff (investigators in particular)."*

Implement Real Efficiencies: While EEOC is developing online appointment, charge tracking, and pre-charge filing systems, these will track delays, but will not get the work done. These efficiencies *would* help:

- **Pilot cost efficient Dedicated Intake Plan:** Paraprofessionals (IIRs and ISAs) will handle intake from inquiries to charge filing. Frees up investigators to work on their cases and reduce the backlog that harms workers and employers.
- **Flatten supervisor to employee ratio to 1:10:** As endorsed by EEOC's Republican leaders in '06.
- **Smart staff offices:** Attrition has left glaring frontline vacancies. EEOC should strategically staff each office to best serve the public, i.e., in building blocks of at least one team of 10 investigators, plus support staff.
- **Cut contracts for work EEOC can do:** Mediations within 100 miles, OIG reports, conferences.
- **Eliminate management travel:** Most meetings can be accomplished by video-teleconference.
- **Reduce space with added voluntary telework day:** As agreed to in CBA, but now blocked by EEOC.
- **Stop expensive turnover by truly making EEOC a model employer:** Improve low morale that is documented in Federal surveys by: correcting supervisor conduct that causes a high level of EEO complaints; avoiding reasonable accommodation delays; granting workplace flexibilities; stopping micromanagement that impacts efficiency; and finally paying claims for willful overtime law violations, per Arbitrator's 3/23/09 decision.

Preserve Federal Employee Rights: EEOC's case management triage pilots threaten Federal workers' rights to discovery and a hearing. The final system must maintain judicial independence. Subpoena authority is needed for full and fair hearings. Agency EEO variance pilots must remain voluntary.

What Congress Can do to Help EEOC at 50 Carry Out its Bipartisan Civil Rights Mission:

- ✓ Support the FY16 Budget Request to increase EEOC's budget from \$364.5M to \$373M.
- ✓ Add frontline staff to cut the backlog and reduce delays for the public.
- ✓ For FY16 maintain bill language requiring oversight of any EEOC reorganization. (H.R. 83).
- ✓ Implement Union recommended efficiencies: pilot dedicated intake plan, cut contracts, and stop turnover.
- ✓ Protect Federal worker rights with transparency and oversight of final case management system.
- ✓ Monitor the finalizing of EEOC's Quality Control Plans to make sure the focus is on the public, not on numbers.
- ✓ End sequestration: across-the-board cuts damage agencies' ability to provide vital public services.