

United States Senate

WASHINGTON, DC 20510

May 13, 2005

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

Dear Chair Dominguez:

We write to convey our concerns about your decision to move forward with an imminent vote of the Commission on nationwide restructuring plans. We urge you to make this process transparent and consider the input of affected constituents. For the internal and external stakeholders to have an opportunity to comment on the proposed restructuring, the EEOC should postpone the May 16 meeting and reschedule it for a later date.


We find it problematic that the EEOC's workforce did not receive information on their agency's restructuring until May 10, 2005. And the public -- and in particular civil rights organizations -- have not been briefed. Nevertheless, EEOC has decided to proceed with a scheduled vote on restructuring next week. This vote comes barely a week after the restructuring plans were announced and without allowing for a public hearing so that there could be testimony about the likely impact of this broad ranging plan.

This plan seeks to restructure and downgrade at least a third of the EEOC's district offices into field offices and limit the staffing of those offices and as a result deserves serious consideration by the constituencies that will be impacted. Additionally, for those of us with constituents in states that will no longer have a full service district office, more details are needed about staffing and resources to ensure that enforcement will not be undermined by these changes.

We also find it problematic that the EEOC is not even following the recommendations of its own advisers. The National Academy of Public Administration (NAPA) plan, which the agency says it is relying upon for its restructuring roadmap, provided for feedback from important constituencies. In fact, the NAPA report states that the EEOC will establish a website to "ask for comments on proposed [restructuring] plans." It appears that the EEOC never followed through on the website or any other mechanism to allow for public feedback during its process.

We know you share our commitment to civil rights and it is because of that commitment that we believe the restructuring of the premiere civil rights enforcement agency of the United States should be done in a deliberative, informed and open manner.

Sincerely,

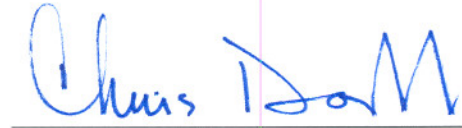

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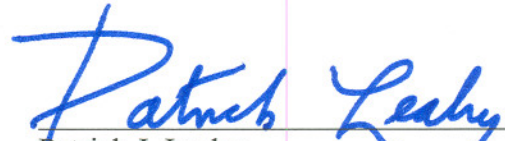

Russell D. Feingold

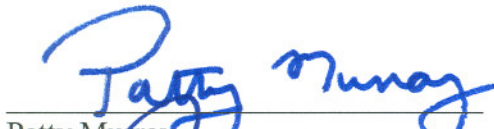

Christopher J. Dodd

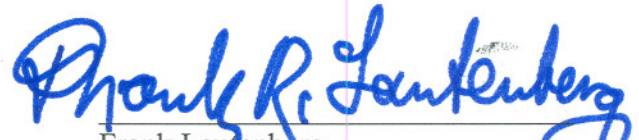

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Carl Levin


Tom Harkin


Patrick J. Leahy

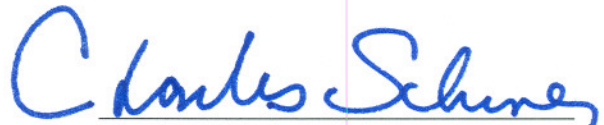

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Hillary Rodham Clinton

CC: The Honorable Naomi Churchill Earp
The Honorable Leslie E. Silverman
The Honorable Stuart J. Ishimaru