



COUNCIL OF EEOC LOCALS No 216, AFGE, AFL-CIO

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PRESS RELEASE

FOR IMMEDIATE RELEASE

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EEOC ISSUES TOP 10 CHALLENGES FOR NEW AGENCY CHAIR

On September 2, 2014, the Equal Employment Opportunity Commission (EEOC) announced that Vice Chair Jenny Yang would be assuming the role of EEOC Chair. Under outgoing Chair Jacqueline Berrien, EEOC suffered from slashed sequester budgets. EEOC passed the cut along, by choosing to furlough all employees for five days and continuing a hiring freeze in effect since FY11, instead of other spending cuts. The government shutdown exacerbated the mounting workload. Modest recent hiring has not kept up with attrition, as the EEOC's FY15 budget anticipates continued losses to investigative staff and a rising backlog this year.

The National Council of EEOC Locals, No. 216, AFGE/AFL-CIO (Council 216), which represents employees at the EEOC, is maintaining a tradition of issuing a top ten challenges facing the new EEOC Chair:

1. **Prioritize Resources-** The new Chair must prioritize the hiring of frontline staff, who directly serve the public, to reduce a 70,000 plus case backlog and 9 month processing times.
2. **Intake Overhaul-** The new Chair should pilot the cost efficient Full Service Intake Plan, which creates dedicated intake units in each office and addresses hour long phone wait times.
3. **Overtime-** The new Chair must clean up EEOC's own overtime abuses, ruled in 2009 to willful violations by a Federal Arbitrator, including not stalling any longer on paying out backpay claims to deserving employees.
4. **Telework-** EEOC hypocritically blocks expanding telework for its own employees for the first time in 15 years, while promoting telework as a solution to employers to accommodate working women, single moms, parents, caretakers, and disabled employees. EEOC should finally implement 2012's CBA 5 days of telework biweekly.
5. **Properly Manage Sequestration Challenges-** As sequestration remains the law for 10 years, the new Chair should not repeat the mistake of balancing cuts on the backs of employees by furloughing staff instead of other spending cuts, i.e., cuts to unnecessary management travel and contracts, and efficiencies.
6. **Real Efficiencies-** The new Chair should focus on real efficiencies, e.g., space savings through telework, cutting unnecessary contracts and travel, full service intake and working smarter by revamping the systemic program.
7. **Model Employer-** The new Chair should improve employee morale with workplace flexibilities and address turnover and employee complaints ([EEOC ranks 3rd on its own list of agencies most accused of discrimination](#)).
8. **Reign in Micromanagement-** The new Chair should reduce supervisor to employee ratio to 1:10.
9. **Attract and Retain Talent-** The new Chair needs to ensure EEOC is competitive with other agencies by making career grades commensurate with increasing complexity of the law and duties.
10. **Preserve Federal Employee Rights-** The new Chair should ensure Federal employees do not lose their rights to discovery and a hearing under a new Federal Case Management System.

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