

United States Senate

WASHINGTON, DC 20510

July 6, 2005

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

Dear Chair Dominguez:

We are writing to express our opposition to your proposal to reorganize the Equal Employment Opportunity Commission (EEOC). This matter is of great concern to us in light of the EEOC's crucial role in the enforcement of the nation's anti-discrimination laws and its important presence in our states. Any changes to the EEOC's structure should enhance its capabilities to deter, detect, and litigate violations of the nation's civil rights laws. We are not confident that this proposal will do that, and fear that it will actually undermine the Commission's work.

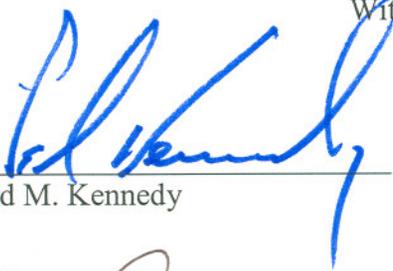
Reducing the number of regional attorneys and managers will diminish the Commission's litigation capabilities. There will be fewer people to refer charges to Washington for litigation, and regional attorneys who must make important litigation decisions will be separated from the investigators with front-line information needed to make those decisions. Over time, these problems will likely reduce the number of charges that are litigated.

We have particular concerns about the effect of the restructuring on our states. We are not satisfied with your generally unsupported assertions that the restructuring will not diminish the extent to which our constituents have ready access to meaningful EEOC services.

In addition, we believe that the Commission should defer going forward with action on the restructuring proposal until the Government Accountability Office has released the results of its study on the issue. The information provided in that report will address many questions that remain unanswered, and it will be a valuable guide in assessing the likely impact of restructuring. We urge you not to go forward with a decision before all of that information has been consulted.

We do appreciate the time your staff has taken to brief Congressional staff on the proposal and your commitment to ensuring that no current employees are forced out of their jobs. However, at this time, we oppose your proposal because of our serious concerns that, if implemented, it will undermine the Commission's ability to serve the public.

With respect and admiration,



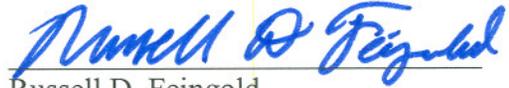
Edward M. Kennedy



Barbara A. Mikulski



Paul S. Sarbanes



Russell D. Feingold



Christopher J. Dodd



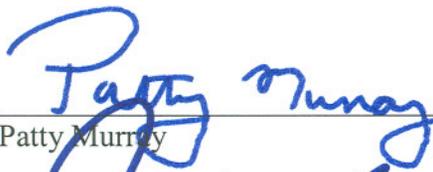
Daniel K. Akaka



Carl Levin



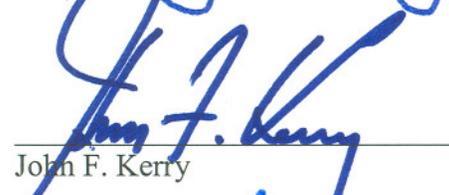
Tom Harkin



Patty Murray



Frank R. Lautenberg



John F. Kerry



Jon S. Corzine



Jeff Bingaman



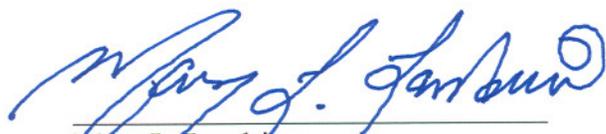
Charles E. Schumer



Herb Kohl



Maria Cantwell



Mary L. Landrieu



Bill Nelson



Jack Reed



Mark L. Pryor



Ron Wyden



Mark Dayton



Hillary Clinton



Joseph I. Lieberman



Daniel K. Inouye



Barbara Boxer



Ken Salazar



Debbie Stabenow



John D. Rockefeller IV



Barack Obama