

**House Report 110-240 - COMMERCE, JUSTICE, SCIENCE, AND RELATED AGENCIES  
APPROPRIATIONS BILL, 2008**

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**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

**SALARIES AND EXPENSES**

Fiscal Year 2007 enacted	\$328,746,000
Fiscal Year 2008 request	327,748,000
Recommended in the bill	332,748,000
Bill compared with:	
Fiscal Year 2007 enacted	+4,002,000
Fiscal Year 2008 request	+5,000,000

The Equal Employment Opportunity Commission (EEOC) has jurisdiction over employment discrimination issues for the Federal government's role as an employer and also for private employers, State and local agencies, employment services, and labor organizations. The EEOC receives, reviews, investigates, and processes charges of employment discrimination, and files discrimination suits. The EEOC also provides guidance and information to both employers and employees concerning their rights and responsibilities under the laws we enforce.

**COMMITTEE RECOMMENDATION**

The Committee recommendation includes \$332,748,000 for the EEOC for fiscal year 2008, which is \$4,002,000 above fiscal year 2007 and \$5,000,000 above the request.

*Reducing the backlog.*--The Committee is concerned over the rising backlog of charges of employment discrimination at the EEOC. The EEOC estimates that it will have a backlog of 54,265 complaints in fiscal year 2007 and 67,108 complaints by fiscal year 2008. EEOC's FY08 budget submission attributes its growing backlog to staff attrition. The Committee is aware that EEOC has suffered staffing losses of approximately 543 frontline employees in the field due to attrition and a lengthy hiring freeze. EEOC's Chair has testified that most of these losses were to the ranks of investigators, support staff, and attorneys. Therefore, the Committee has provided additional funds to reduce the backlog and directs the Commission to report to the Committee within two months after enactment of this Act on the investments the Commission intends to make to reduce this backlog, including hiring permanent frontline field staff as well as resource investments as appropriate.

*National Contact Center.*--The Committee includes bill language that no funds shall be used to outsource the EEOC call center. The Committee has previously noted its concerns with the National Contact Center (NCC) which the Commission operates as a pilot project. The Committee expects the Commission to utilize the funds requested for continuation of the NCC to upgrade telephone technology in its offices and hire staff in its field offices to address calls from the public. Alternatively, the savings may be used to establish an in-house call center to be located in surplus space in existing EEOC office(s).

The bill includes language providing \$28,000,000 for payments to State and local Fair Employment Practices Agencies (FEPAs). The bill also includes language similar to that included in previous appropriations Acts allowing up to \$2,500 for official reception and representation expenses.

**Senate Report 110-124 - DEPARTMENTS OF COMMERCE AND JUSTICE, SCIENCE, AND RELATED AGENCIES APPROPRIATIONS BILL, 2008**

**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

**SALARIES AND EXPENSES**

Appropriations, 2007	\$328,746,000
Budget estimate, 2008	327,748,000
Committee recommendation	378,000,000

The Committee recommendation provides \$378,000,000. The recommendation is \$49,254,000 above the fiscal year 2007 enacted level and \$50,272,000 above the budget request.

The Committee is concerned over the rising backlog of charges of employment discrimination at the Equal Employment Opportunity Commission [EEOC]. The EEOC estimates that it will have a backlog of over 50,000 complaints in fiscal year 2008, and that it will take an average of 2 years to reach an initial decision on a complaint. The Committee's recommended funding levels will result in an increase in resources to the field, where the vast majority of the agency's work gets done.

The Committee recommends that the National Contact Center be discontinued after the pilot contract ends, in light of the findings contained in the June 29, 2006 Inspector General report on the subject. The Inspector General report concludes that the NCC, as presently operated, is not effective. It found that the NCC handled 269,693 calls, far lower than the 1.2 million calls projected by the EEOC and estimates that the NCC saves the time equivalent of 6.71 full-time equivalent employees. These conclusions make clear that the Contact Center is not serving more people, or to the EEOC's overall cost efficiencies. No funds provided in this act may be used to support the National Contact Center.

The Committee directs the Inspector General to submit, within 90 days of enactment of this act, an evaluation of the impact the EEOC's repositioning plan has had on the delivery of core services. The report should include an evaluation of cost savings attributable to the repositioning, and the impact that the repositioning has had on the EEOC's capacity to deter, detect, and litigate violations of the Nation's civil rights laws.

**House Report 110-497 - PROVIDING FOR THE CONSIDERATION OF THE SENATE AMENDMENT TO THE BILL (H.R. 2764) MAKING APPROPRIATIONS FOR THE DEPARTMENT OF STATE, FOREIGN OPERATIONS, AND RELATED PROGRAMS FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2008, AND FOR OTHER PURPOSES**

**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

**SALARIES AND EXPENSES**

For necessary expenses of the Equal Employment Opportunity Commission as authorized by title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, the Americans with Disabilities Act of 1990, and the Civil Rights Act of 1991, including services as authorized by 5 U.S.C. 3109; hire of passenger motor vehicles as authorized by 31 U.S.C. 1343(b); nonmonetary awards to private citizens; and not to exceed \$29,140,000 for payments to State and local enforcement agencies for authorized services to the Commission, \$329,300,000: *Provided*, That the Commission is authorized to make available for official reception and representation expenses not to exceed \$2,500 from available funds: *Provided further*, That the Commission may take no action to implement any workforce repositioning, restructuring, or reorganization until such time as the House and Senate Committees on Appropriations have been notified of such proposals, in accordance with the reprogramming requirements of section 505 of this Act.