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News Briefs: Congressional Review of EEO Reorganization Plan, 1979

Federal Employers of the Bay Area

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News Briefs: Congressional Review of EEO Reorganization Plan, 1979

Abstract

Report on President Carter's proposed federal Equal Employment Opportunity Commission reorganization plan to consolidate most of the government's enforcement programs into EEOC over the years 1978-1980. April 26, 1978. No 17.

NEWS BRIEFS

April 26, 1978 No. 17



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CONGRESSIONAL REVIEW OF EEO REORGANIZATION PLAN

The House Government Operations Committee endorses President Carter's proposed federal equal employment opportunity agency reorganization plan to consolidate most of the government's enforcement programs into EEOC over the next two years. The committee's expression of support comes in the form of a unanimous vote to kill a resolution that would have given the House an opportunity to reject the plan. No affirmative action by Congress is required to implement the plan, and it would go into effect in 30 days unless either House votes to disapprove it. The reorganization plan calls for transferring enforcement of the Equal Pay Act and the Age Discrimination in Employment Act from the Labor Department to EEOC on July 1, 1979. Responsibility for ensuring EEO for federal employees would be shifted from the U.S. Civil Service Commission to EEOC on October 1, 1978, and the Equal Employment Opportunity Coordinating Council would be abolished and its duties transferred to EEOC on July 1, 1978. The plan is not proceeding as smoothly through the Senate. The Senate Governmental Affairs Committee has asked the White House to delay to October 1, 1979, implementation of the section of the plan transferring federal employee bias claim jurisdiction to EEOC.

LABOR LAW REFORM

Senate Majority Leader Robert Byrd (D-WV) announced that he had not yet decided when to bring up the labor bill, S. 2467, but acknowledged that he did not have the votes needed to cut off a filibuster. Organized labor and the administration are known to be pushing the measure, and rumors are rife in Washington that the bill could be brought to the Senate floor in mid-May. It is thought that up to four cloture votes will be needed to cut off debate on the labor "reform" bill. Labor leaders are trying to push Byrd into scheduling S. 2467, without a hard list of 60 to break the filibuster, counting on last-minute pressure on the third and fourth cloture votes to sway key senators.

NLRB ELECTION COST

The Commission on Federal Paperwork has previously reported that the small employer spends about \$3000 per year to comply with governmental paperwork - filling out forms, replying to federal requests for information, etc. While much of this burden originates from new regulatory agencies, there are numerous other governmental actions which also are costly to the small firm. NLRB election expense is an example. As shown in the table below, the small firm (50 to 99 employees) spends an estimated \$134.60 per employee for an NLRB election while the large employer (1000+ workers) spends about \$101.60 per employee.

NLRB Election Costs per Employee

Cost Category	Number of Employees Eligible to Vote					
	50-99	100-149	150-299	300-599	600-1,000	1,000+
Legal	\$ 26.00	\$ 19.00	\$ 15.50	\$ 12.00	\$ 8.00	\$ 8.00
Employee Time	27.00	27.00	27.00	27.00	27.00	27.00
Loss in Productivity	57.60	57.60	57.60	57.60	57.60	57.60
Executive Time	24.00	20.00	18.00	12.00	9.60	9.00
Total Cost per Employee	\$134.60	\$123.60	\$118.10	\$108.60	\$102.20	\$101.60

Source: Michigan State University Business Topics

The statements contained herein are abstracts and quotations from the sources indicated. They are furnished as a matter of general information. No responsibility is assumed for the accuracy or completeness of this information.

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