

April 28, 2000

MEMORANDUM TO: Cheryl Trottier, Co-Chairperson
Rateb Abu-Eid, Co-Chairperson
Joint Labor-Management Equal Employment
Opportunity Committee

FROM: Patricia G. Norry **/RA/**
Deputy Executive Director for Management Services
Office of the Executive Director for Operations

SUBJECT: RESPONSE TO JOINT LABOR-MANAGEMENT EQUAL EMPLOYMENT
OPPORTUNITY COMMITTEE'S ISSUES AND CONCERNS

This responds to your memorandum dated March 2, 2000, regarding the Agency's Equal Employment Opportunity (EEO) Program. Your memorandum discussed three general areas of EEO: 1) The role of the Joint Labor-Management Equal Employment Opportunity Committee (JLMEEOC); 2) Issues and concerns that the JLMEEOC characterizes as long standing and 3) Recommendations to address EEO issues.

With regard to the role of the JLMEEOC, I appreciate the input from your committee, as well as the other EEO Advisory Committees on ways to improve the Agency's EEO program. I also appreciate the collaborative efforts on the part of the committees to work with the Office of Small Business and Civil Rights (SBCR) to address employee concerns regarding EEO. As you know, SBCR is the Agency's lead office for EEO policy, advice and program implementation, and I ask that you continue to work with SBCR and the Office of Human Resources to identify additional ways to improve the Agency's EEO Program. I am fully confident in the ability and commitment of the SBCR staff to work with your committee, and effectively carry out the Agency's EEO leadership role. I am personally committed to making NRC a workplace that provides equal opportunity to all employees. And my office will continue to provide the support to SBCR and the entire management team as we work toward that goal. I solicit your continued support in this regard.

Your memorandum identifies several issues that you characterize as standing issues. While I agree that the Agency needs to continue, and even, enhance, its focus in some of these areas, I believe we have made some progress. The Agency is making significant strides in accommodations for employees with disabilities. And we are actively considering enhancing the EEO portion of supervisors' elements and standards to focus on their responsibilities in this area. The data in the last EEO Commission Briefing Paper (SECY 00-0064) recounts additional progress in these areas. Generally, significant progress in workforce demographics is difficult during stagnant and downsizing periods. However, the NRC workforce has now stabilized and we are moving into a more aggressive recruitment mode (we are implementing a new initiative to hire 25% of new employees at the entry level to increase the diversity of our applicant pools).

The final portion of your memorandum provides several recommendations to address some of the EEO issues you raised. As you know your entire memorandum was included in the last EEO Commission Briefing Paper, which describes the status, progress and problems of the Agency's overall EEO program. As you are aware, SBCR in collaboration with all the advisory committees has developed a system to track issues that remain open and provide feedback. And I have asked Irene Little, Director, SBCR to continue to work directly with you to provide ongoing feedback during your regular monthly meetings with her on EEO issues within the Agency. Additionally, I will periodically provide feedback to the EEO Advisory Committee Chairs during these meetings. Again, I appreciate your input.

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*See Previous Concurrence

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