



November 7, 2011

The Honorable John Boehner  
Speaker of the House  
United States House of Representatives

The Honorable Nancy Pelosi  
Democratic Leader  
United States House of Representatives

The Honorable Harry Reid  
Majority Leader  
United States Senate

The Honorable Mitch McConnell  
Minority Leader  
United States Senate

Dear Speaker Boehner, Democratic Leader Pelosi, Majority Leader Reid and Minority Leader McConnell,

I am writing on behalf of the International Public Management Association for Human Resources (IPMA-HR), a professional association representing the interests of human resources professionals working in the public sector. On behalf of our members, I urge you to oppose the *Fair Employment Opportunity Act* (H.R. 2501, S. 1471) that was introduced this summer and incorporated into the *American Jobs Act*.

Our members strongly support legislation that creates a level playing field for all individuals and believe that employment-based decisions should be based solely on merit. Unfortunately the *Fair Employment Opportunity Act* will do very little to remedy the current problem of high unemployment which is arguably unrelated to discrimination.

It will be extremely difficult, if not impossible for an employer to prove a negative – that they did not discriminate based on an individual's unemployed status. And, with unemployment running so high, it is entirely possible that each job opening could create multiple law suits from individuals who are unemployed at the time of application. In the face of multiple lawsuits, employers may be even more hesitant to hire new workers.

I applaud your efforts to address the problem of unemployment and if I can provide any additional information, please do not hesitate to contact me at (703) 549-7100.

Sincerely,

Neil E. Reichenberg, CAE  
Executive Director