

Congress of the United States
Washington, DC 20515

March 27, 2025

The Honorable Donald J. Trump
President
The White House
1600 Pennsylvania Ave. NW
Washington, D.C. 20500

Dear President Trump:

We write to express our outrage at your unprecedented dismissal of Commissioners Charlotte Burrows and Jocelyn Samuels of the bipartisan U.S. Equal Employment Opportunity Commission (“EEOC” or “the Commission”).¹ This unlawful abuse of presidential power undermines the EEOC’s historic independence, harms U.S. workers, and unduly politicizes the Commission’s work. It also impedes the Commission’s ability to fully carry out its critical mission on behalf of the American people. We urge you to swiftly reinstate Commissioners Burrows and Samuels.

Congress established the EEOC with strong bipartisan support in 1964 to advance equal opportunity for all.² The independent, bipartisan, multi-member commission is the primary federal law enforcement agency dedicated to preventing and addressing employment discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, or related conditions, gender identity, and sexual orientation), national origin, age, disability, and genetic information.³ Workers experiencing discrimination rely on the EEOC to be a fair and independent body that protects everyone’s rights, not one controlled by the political prerogatives of the executive.

From 2014-2024, the EEOC recovered \$5.6 billion for workers who were discriminated against under these laws,⁴ significantly more than the agency’s appropriations during that time period. For FY 2024, the EEOC secured a record \$700 million for workers who

¹ Olson, Alexandra, and Claire Savage. “Trump fires two Democratic commissioners of agency that enforces civil rights laws in the workplace.” *AP News*, January 29, 2025. <https://apnews.com/article/trump-eec-commissioners-firings-crackdown-civil-rights-c48b973cb32bad97e9da9e354ba627db>.

² GovTrack. “HR. 7152. PASSAGE.” 2025. <https://www.govtrack.us/congress/votes/88-1964/s409>; Congress.gov. “H.R.7152 – Civil Rights Act of 1964.” 2025. <https://www.congress.gov/bill/88th-congress/house-bill/7152/text>.

³ The EEOC is responsible for enforcing Title VII of the Civil Rights Act of 1964 (Title VII), the Age Discrimination in Employment Act of 1967, the Pregnancy Discrimination Act of 1978, the Equal Pay Act of 1963, Titles I and V of the Americans with Disabilities Act of 1990, Title II of the Genetic Information Nondiscrimination Act of 2008, and the Pregnant Workers Fairness Act of 2022. U.S. Equal Employment Opportunity Commission. “Fiscal Year 2025 Congressional Budget Justification.” March 11, 2024. <https://www.eeoc.gov/fiscal-year-2025-congressional-budget-justification#:~:text=The%20FY%202025%20Budget%20requests,President's%20budget%20level%20of%20%24455%2C000%2C000>.

experienced discrimination.⁵ The EEOC's role in enforcing these protections is essential to ensuring that all workers have a fair chance to obtain employment, provide for their families, and contribute to our economy.

The Administration's firing of Commissioner Burrows and Commissioner Samuels is unprecedented and an intrusion into Congress' Article I constitutional authority. The appointment of EEOC Commissioners is governed by statute and is designed to ensure the agency's independence from the executive.⁶ The President appoints Commissioners and the Senate confirms them. That is the beginning and end of the executive's role in determining who can sit on the Commission and for how long. The law not only expressly requires the Commission to be bipartisan, but it also sets out five-year terms, a design that ensures that Commissioners' terms run between presidential terms, another purposeful action by Congress to ensure the Commission's independence.⁷

Longstanding Supreme Court precedent also confirms that multi-member independent commissions such as the EEOC enjoy protection from "coercive influence" of the executive.⁸ In *Humphrey's Executor v. United States*, 295 U.S. 602 (1935), the Supreme Court made clear that members of independent commissions like the EEOC cannot be removed at will by the President.⁹ Prior Presidents have agreed; no Commissioner of the EEOC has ever been removed prior to the expiration of their term in the Commission's 60-year history.

The removal of Commissioner Burrows and Commissioner Samuels also undermines the Commission's independence. Both Commissioner Burrows and Commissioner Samuels had been confirmed by bipartisan votes of the Senate prior to the start of their terms, with Commissioner Burrows' term not set to expire until July 2028 and Commissioner Samuels term not set to expire until July 2026.¹⁰

⁴ National Partnership for Women & Families. "Priceless: The Over \$5.6 Billion Impact of Equal Opportunity at Work." February 2025. <https://nationalpartnership.org/report/priceless-over-5-6-billion-impact-of-equal-opportunity-at-work/>.

⁵ Press Release, Equal Employment Opportunity Commission, EEOC Publishes Annual Performance and General Counsel Reports for Fiscal Year 2024 (Jan. 17, 2025), <https://www.eeoc.gov/newsroom/eeoc-publishes-annual-performance-and-general-counsel-reports-fiscal-year-2024>.

⁶ 42 USC 2000e-4(a).

⁷ "There is hereby created a Commission to be known as the Equal Employment Opportunity Commission, which shall be composed of five members, not more than three of whom shall be members of the same political party." 42 USC 2000e-4(a) 42 USC 2000e-4(a).

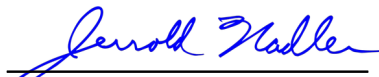
⁸ "For it is quite evident that one who holds his office only during the pleasure of another cannot be depended upon to maintain an attitude of independence against the latter's will." *Humphrey's Executor v. United States*, 295 U.S. 602, 629 (1935).

⁹ See *id.* at 631-32.

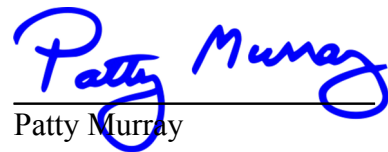
¹⁰ Goldstein, Matthew, and Emily Steel. "Trump Fired E.E.O.C. Commissioners in Late-Night Purge." *The New York Times*. January 28, 2025. <https://www.nytimes.com/2025/01/28/business/trump-eeoc-commissioners-fired.html>.

Workers deserve to earn a living free from discrimination and feel confident that when they are harmed, they can count on an independent EEOC, not a politicized body, to protect their rights. We urge you to reinstate Commissioner Burrows and Commissioner Samuels, and we look forward to your urgent response.

Sincerely,



Jerrold Nadler
Member of Congress




Patty Murray
United States Senator



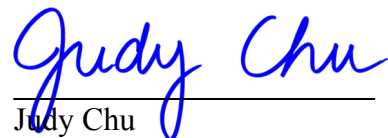
Robert C. "Bobby" Scott
Member of Congress
Ranking Member,
Committee on Education
and Workforce



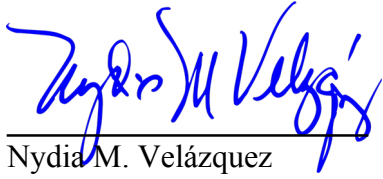
Melanie Stansbury
Member of Congress



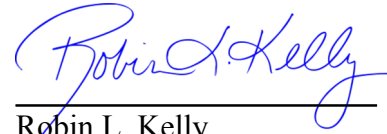
Teresa Leger Fernández
Chair
Democratic Women's
Caucus



Judy Chu
Member of Congress



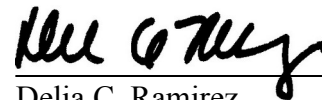
Nydia M. Velázquez
Member of Congress



Robin L. Kelly
Member of Congress



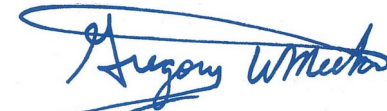
Eleanor Holmes Norton
Member of Congress



Delia C. Ramirez
Member of Congress



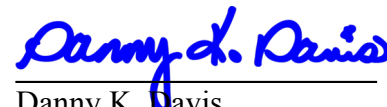
Henry C. "Hank" Johnson,
Jr.
Member of Congress



Gregory W. Meeks
Member of Congress



Sarah McBride
Member of Congress



Danny K. Davis
Member of Congress



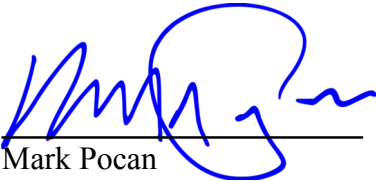
Dan Goldman
Member of Congress



Mark Takano
Member of Congress



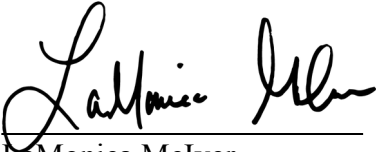
Rashida Tlaib
Member of Congress



Mark Pocan
Member of Congress



Sheila Cherfilus-McCormick
Member of Congress



LaMonica McIver
Member of Congress



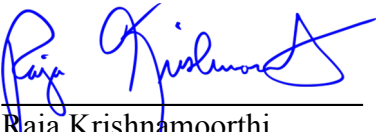
Kevin Mullin
Member of Congress



Alexandria Ocasio-Cortez
Member of Congress



Rosa L. DeLauro
Member of Congress



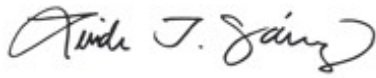
Raja Krishnamoorthi
Member of Congress



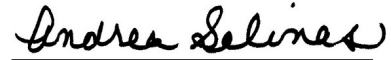
Grace Meng
Member of Congress



Amy Klobuchar
United States Senator



Linda T. Sánchez
Member of Congress



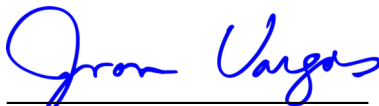
Andrea Salinas
Member of Congress



Lisa Blunt Rochester
United States Senator



Deborah K. Ross
Member of Congress



Juan Vargas
Member of Congress



Wesley Bell
Member of Congress



Lauren Underwood
Member of Congress



Richard Blumenthal
United States Senator



Ro Khanna
Member of Congress



Jesús G. "Chuy" García
Member of Congress



Joseph D. Morelle
Member of Congress



Ritchie Torres
Member of Congress



Tina Smith
United States Senator



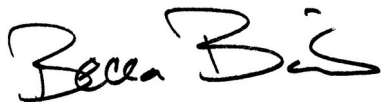
Lateefah Simon
Member of Congress



Joyce Beatty
Member of Congress



John Garamendi
Member of Congress



Becca Balint
Member of Congress



Marilyn Strickland
Member of Congress



Dwight Evans
Member of Congress



Shontel M. Brown
Member of Congress



Brad Sherman
Member of Congress



Gwen S. Moore
Member of Congress



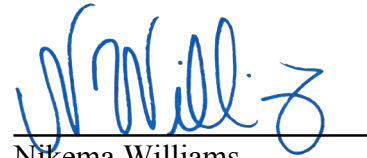
Lucy McBath
Member of Congress



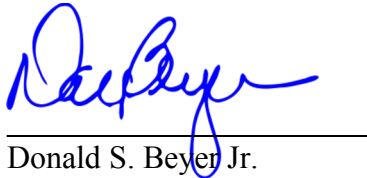
Ilhan Omar
Member of Congress



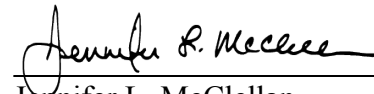
Tim Kaine
United States Senator



Nikema Williams
Member of Congress



Donald S. Beyer Jr.
Member of Congress



Jennifer L. McClellan
Member of Congress



Seth Magaziner
Member of Congress



Jack Reed
United States Senator



Richard J. Durbin
United States Senator



Derek T. Tran
Member of Congress



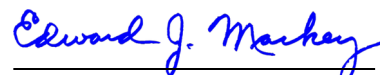
Ayanna Pressley
Member of Congress



Betty McCollum
Member of Congress



Dina Titus
Member of Congress



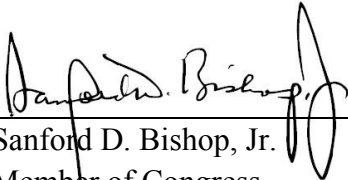
Edward J. Markey
United States Senator



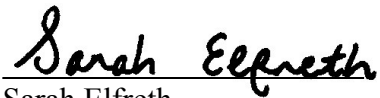
Stephen F. Lynch
Member of Congress



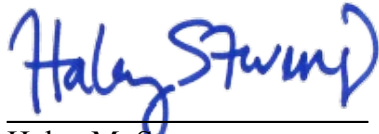
Patrick Ryan
Member of Congress



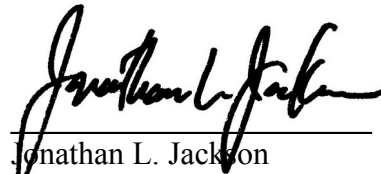
Sanford D. Bishop, Jr.
Member of Congress



Sarah Elfreth
Member of Congress



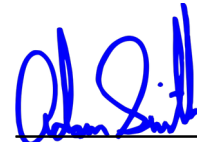
Haley M. Stevens
Member of Congress



Jonathan L. Jackson
Member of Congress



Mary Gay Scanlon
Member of Congress



Adam Smith
Member of Congress



Summer L. Lee
Member of Congress



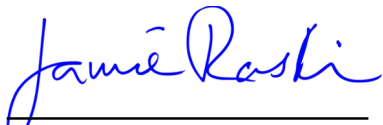
Emanuel Cleaver, II
Member of Congress



Madeleine Dean
Member of Congress



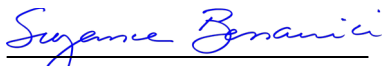
Yvette D. Clarke
Member of Congress



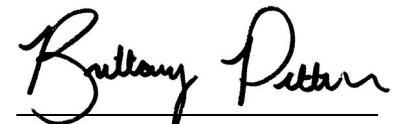
Jamie Raskin
Member of Congress



Margaret Wood Hassan
United States Senator



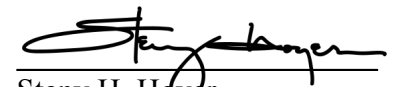
Suzanne Bonamici
Member of Congress



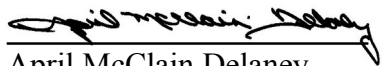
Brittany Pettersen
Member of Congress



Chellie Pingree
Member of Congress



Steny H. Hoyer
Member of Congress



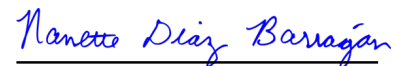
April McClain Delaney
Member of Congress



Pramila Jayapal
Member of Congress



Darren Soto
Member of Congress



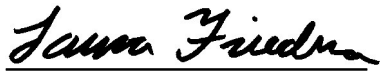
Nanette Diaz Barragán
Member of Congress



Gabe Amo
Member of Congress



Shri Thanedar
Member of Congress



Laura Friedman
Member of Congress



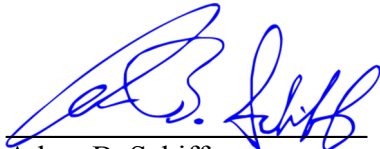
Chris Van Hollen
United States Senator



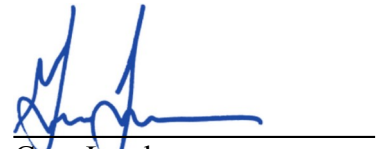
Jim Tokuda
Member of Congress



Bonnie Watson Coleman
Member of Congress



Adam B. Schiff
United States Senator



Greg Landsman
Member of Congress



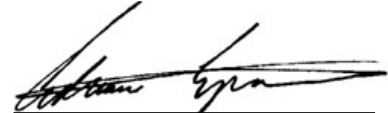
Frederica S. Wilson
Member of Congress



Cory A. Booker
United States Senator



Lori Trahan
Member of Congress



Adriano Espaillat
Member of Congress



Scott H. Peters
Member of Congress



Tammy Baldwin
United States Senator



Zoe Lofgren
Member of Congress



Bernard Sanders
United States Senator



Alex Padilla
United States Senator



Tammy Duckworth
United States Senator



Julie Johnson
Member of Congress



Diana DeGette
Member of Congress



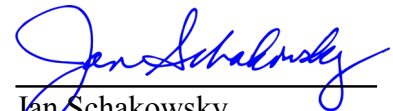
Debbie Wasserman Schultz
Member of Congress



Raul Ruiz, M.D.
Member of Congress



Ruben Gallego
United States Senator



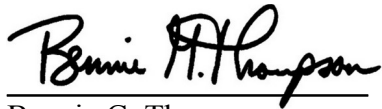
Jan Schakowsky
Member of Congress



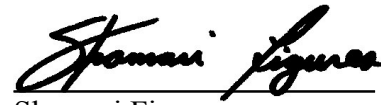
Veronica Escobar
Member of Congress



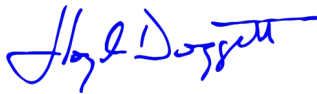
Joaquin Castro
Member of Congress



Bennie G. Thompson
Member of Congress



Shomari Figures
Member of Congress



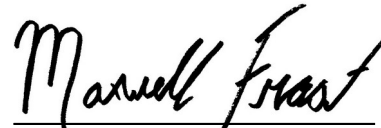
Lloyd Doggett
Member of Congress



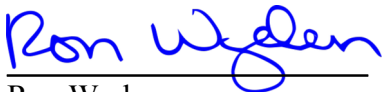
Andre Carson
Member of Congress



Chrissy Houlahan
Member of Congress



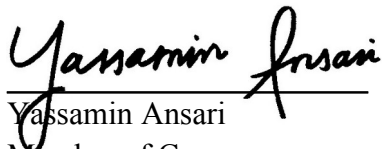
Maxwell Alejandro Frost
Member of Congress



Ron Wyden
United States Senator



Mike Thompson
Member of Congress



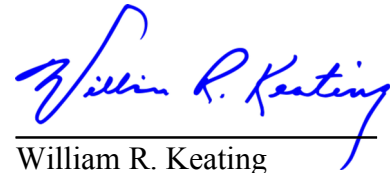
Yassamin Ansari
Member of Congress



Mark DeSaulnier
Member of Congress



Al Green
Member of Congress
Scion of the Enslaved
Africans -
Sacrificed to Make America
Great



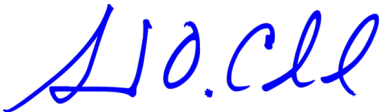
William R. Keating
Member of Congress



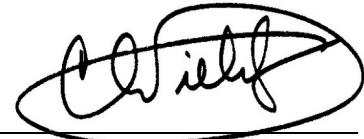
Maxine Dexter
Member of Congress



Elizabeth Warren
United States Senator



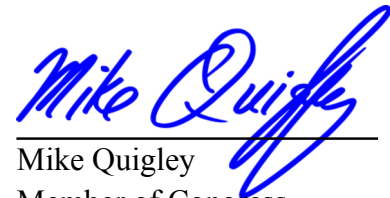
Salud Carbajal
Member of Congress



Cleo Fields
Member of Congress



Janelle S. Bynum
Member of Congress



Mike Quigley
Member of Congress



Chris Deluzio
Member of Congress



Seth Moulton
Member of Congress



Alma S. Adams, Ph.D.
Member of Congress



Lois Frankel
Member of Congress



Pete Aguilar
Member of Congress



Angela Alsobrooks
United States Senator



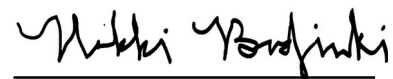
Michael F. Bennet
United States Senator



Ami Bera, M.D.
Member of Congress



Julia Brownley
Member of Congress



Nikki Budzinski
Member of Congress



Maria Cantwell
United States Senator



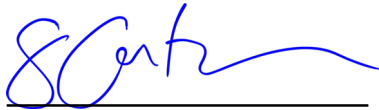
Troy A. Carter, Sr.
Member of Congress



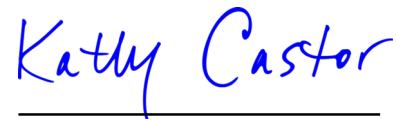
Greg Casar
Member of Congress



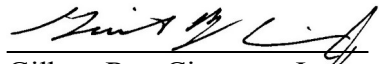
Ed Case
Member of Congress



Sean Casten
Member of Congress



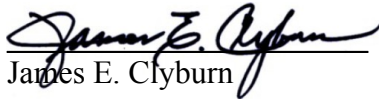
Kathy Castor
Member of Congress



Gilbert Ray Cisneros, Jr.
Member of Congress



Katherine M. Clark
Member of Congress



James E. Clyburn



Steve Cohen
Member of Congress



Herbert C. Conaway, Jr.
Member of Congress



Gerald E. Connolly
Member of Congress



Christopher A. Coons
United States Senator



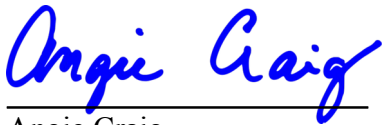
J. Luis Correa
Member of Congress



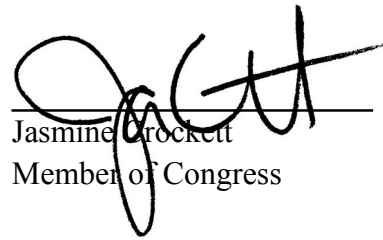
Jim Costa
Member of Congress



Joe Courtney
Member of Congress



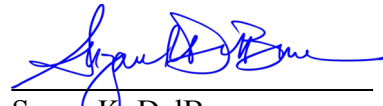
Angie Craig
Member of Congress



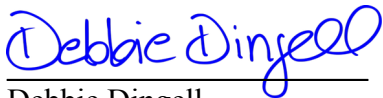
Jasmine Crockett
Member of Congress



Jason Crow
Member of Congress



Suzan K. DelBene
Member of Congress



Debbie Dingell
Member of Congress



Lizzie Fletcher
Member of Congress



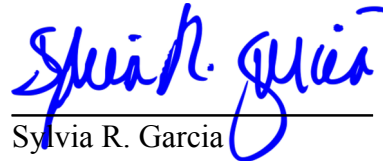
Bill Foster
Member of Congress



Valerie P. Foushee
Member of Congress



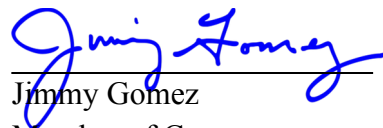
Robert Garcia
Member of Congress



Sylvia R. Garcia
Member of Congress




Kirsten Gillibrand
United States Senator



Jimmy Gomez
Member of Congress



Vicente Gonzalez
Member of Congress



Maggie Goodlander
Member of Congress



Josh Gottheimer
Member of Congress



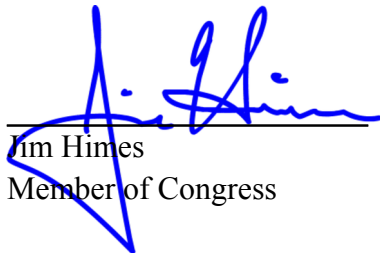
Jahana Hayes
Member of Congress



Martin Heinrich
United States Senator



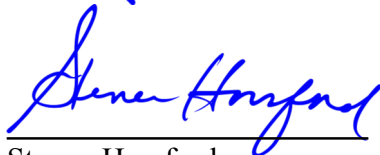
John Hickenlooper
United States Senator



Jim Himes
Member of Congress



Mazie K. Hirono
United States Senator



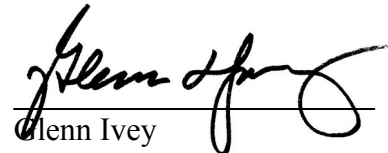
Steven Horsford
Member of Congress



Val Hoyle
Member of Congress



Jared Huffman
Member of Congress



Glenn Ivey
Member of Congress



Sara Jacobs
Member of Congress



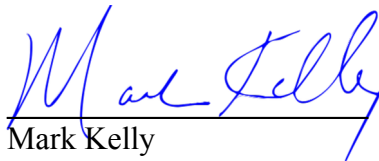
Hakeem Jeffries
Member of Congress



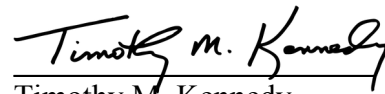
Sydney Kamlager Dove
Member of Congress



Marcy Kaptur
Member of Congress



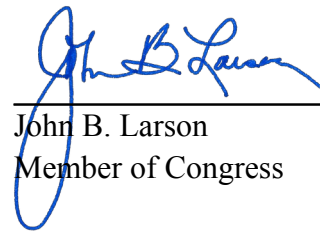
Mark Kelly
United States Senator



Timothy M. Kennedy
Member of Congress



Andy Kim
United States Senator



John B. Larson
Member of Congress



George Latimer
Member of Congress



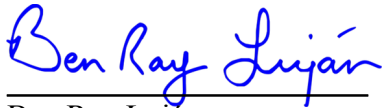
Susie Lee
Member of Congress



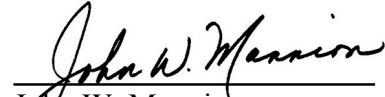
Mike Levin
Member of Congress



Ted W. Lieu
Member of Congress



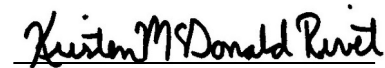
Ben Ray Lujan
United States Senator




John W. Mannion
Member of Congress



Doris Matsui
Member of Congress



Kristen McDonald Rivet
Member of Congress



Morgan McGarvey
Member of Congress



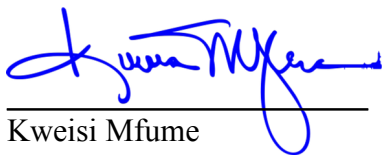
James P. McGovern
Member of Congress



Robert J. Menendez
Member of Congress



Jeffrey A. Merkley
United States Senator



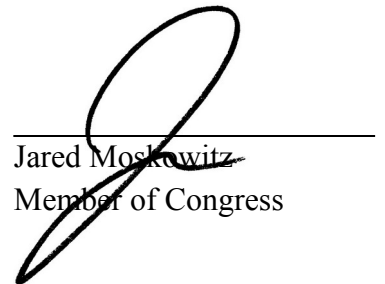
Kweisi Mfume
Member of Congress




Dave Min
Member of Congress



Kelly Morrison
Member of Congress



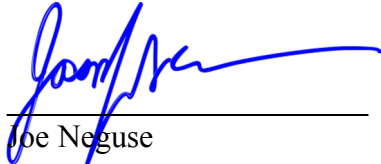
Jared Moskowitz
Member of Congress



Frank J. Mrvan
Member of Congress



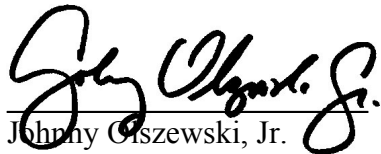
Richard E. Neal
Member of Congress



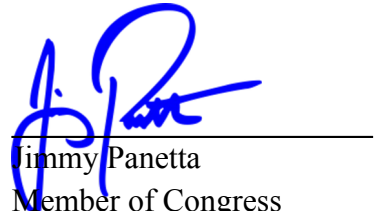
Joe Neguse
Member of Congress



Donald Norcross
Member of Congress



Johnny Oiszewski, Jr.
Member of Congress



Jimmy Panetta
Member of Congress



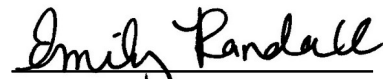
Nancy Pelosi
Member of Congress



Gary C. Peters
United States Senator



Nellie Pou
Member of Congress



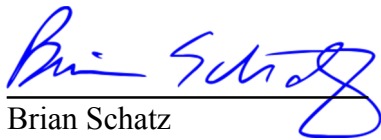
Emily Randall
Member of Congress



Luz M. Rivas
Member of Congress



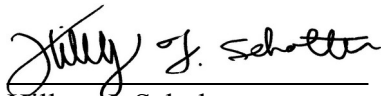
Jacky Rosen
United States Senator



Brian Schatz
United States Senator



Bradley Scott Schneider
Member of Congress



Hillary J. Scholten
Member of Congress



Kim Schrier, M.D.
Member of Congress



Charles E. Schumer
United States Senator



David Scott
Member of Congress



Terri A. Sewell
Member of Congress



Jeanne Shaheen
United States Senator



Mikie Sherrill
Member of Congress



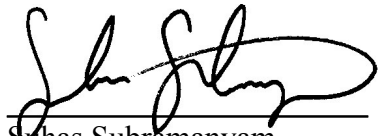
Elissa Slotkin
United States Senator



Eric Sorensen
Member of Congress



Greg Stanton
Member of Congress



Suhas Subramanyam
Member of Congress



Thomas R. Suozzi
Member of Congress



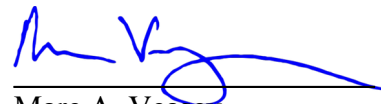
Eric Swalwell
Member of Congress



Emilia Strong Sykes
Member of Congress



Norma J. Torres
Member of Congress



Marc A. Veasey
Member of Congress



Eugene Simon Vindman
Member of Congress



Mark R. Warner
United States Senator



Raphael Warnock
United States Senator



Maxine Waters
Member of Congress



Peter Welch
United States Senator



Sheldon Whitehouse
United States Senator



George Whitesides
Member of Congress



Angus S. King, Jr.
United States Senator



Paul D. Tonko
Member of Congress