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To: Ron Wild
Subject: RE: H.807 - regarding EEOC

I don't see anything from the Dept. of Defense fact sheet that indicates that voluntary veteran preference laws are outside the scope of Title VII. The fact sheet quotes the language in Title VII that does provide the exemption – which applies when the law itself mandates the preference (e.g., how the preference is to be implemented). Nor is there any indication on the fact sheet indicating that DOD has obtained an opinion from the EEOC regarding its enforcement stance. Instead, the fact sheet cites to the 1982 Title VII law and the EEOC's 1990 enforcement guidance – the same document I provided you earlier today.

I am available to speak to the committee about the subject.

Julio

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