

# Congress of the United States

Washington, DC 20515

August 31, 2025

The Honorable Lori M. Chavez-DeRemer  
Secretary of Labor  
U.S. Department of Labor  
200 Constitution Ave NW  
Washington, DC. 20210

Dear Secretary Chavez-DeRemer,

As Members of Congress committed to ensuring and advancing equity, civil rights, and economic opportunity for all Americans, we write in strong opposition of the Department of Labor's proposed rule "Recission of Executive Order 11246 Implementing Regulations."

Signed by President Lyndon B. Johnson in 1965, Executive Order 11246 (EO 11246) has been a cornerstone of the federal government's commitment to equal opportunity in employment. This order directly charged the Department of Labor with enforcing anti-discrimination and equal employment opportunities in federal contracting, which prohibited federal contractors from discriminating in hiring and employment practices based on race, color, gender, religion, or national origin and required them to be proactive in ensuring they are not discriminating.


Rescinding this executive order threatens all of the progress that has been achieved to eradicate discrimination in federal contracting over recent decades. This executive order provided protections for women, black and brown individuals, and those in the LGBTQ+ community by ensuring not only that they were hired when qualified but also being considered when there were opportunities for promotions. Under the authority of EO 11246, the Office of Federal Contract Compliance Programs (OFCCP) has been able to bring enforcement actions against federal contractors that engaged in discrimination, directly protecting more than 10.3 million workers through worksite investigations over the last 10 years and securing financial relief for more than 250,000 workers.<sup>1</sup>

We cannot turn our backs on these communities and allow for all this progress to be undone. The federal government must continue to work toward a diverse, inclusive, and equitable workforce. we encourage the Department to reconsider this proposed rule and continue upholding the principles of Executive Order 11246.

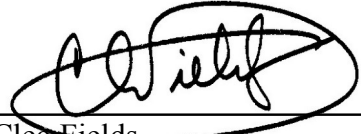
Sincerely,

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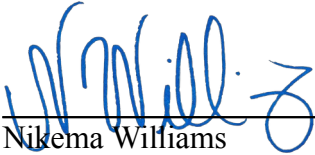
<sup>1</sup> <https://www.epi.org/policywatch/eo-ending-illegal-discrimination-and-restoring-merit-based-opportunity/>



Shontel M. Brown  
Member of Congress



Cleo Fields  
Member of Congress



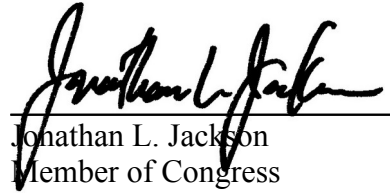
Nikema Williams  
Member of Congress



Rashida Tlaib  
Member of Congress



Kevin Mullin  
Member of Congress



Jonathan L. Jackson  
Member of Congress



Shri Thanedar  
Member of Congress



Donald S. Beyer Jr.  
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James P. McGovern  
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