Statement of
The A. Phillip Randolph Institute
The Black Leadership Forum
The Coalition for Fair Employment in Silicon Valley
The National Urban League
The National Association for the Advancement of Colored People (NAACP),
The Department of Professional Employees of the AFL-CIO
and
The Institute of Electrical and Electronic Engineers-United States of America (IEEE-USA)

For Inclusion in the Record of
Senate Judiciary Committee Hearings on
H1-B Non-Immigrant Visas

September 16, 2003

Three years ago, the National Urban League encouraged Congress to carefully study the impact of foreign
guest worker programs and outsourcing on American workers, particularly to focus on the willingness of
cutting-edge firms to engage in fair employment practices and abide by other labor standards which are
esshrined in American laws.

Despite that urging, Congress dramatically expanded use of the H1-B visa without such a review. Since
then, professionals in diversity recruiting indicate a sharp decline in the demand for minority
professionals. The Bureau of Labor Statistics shows that unemployment of African-American
professionals in some industries is even higher than the already too-high African-American general
unemployment rate. We are getting reports that highly-skilled black workers with advanced degrees are
having to train their replacements from overseas.

However, those consequences of Congressional impatience were not heard during the Senate Judiciary
Committee hearing. We are concerned that the Committee declined to invite persons who might have
offered a variety of perspectives. If the lack of enforcement of labor standards, combined with an
unjustifiable rush to bring lower-paid workers here and to ship work overseas, undoes the positive gains
of the civil rights movement to bring hundreds of thousands of underrepresented minorities into the
mainstream of the economy, America will be much worse for it.

In our military, which does not have the option of "going offshore" in its recruitment policies, the U.S.
armed services have a uniformed force that is more than one-third African-American and Latino operating
the most advanced technology in the world. Many of those veterans have parlayed that training into high-
paid civilian jobs. If they find that those jobs have instead been shipped overseas or reserved for people
from other countries, it will be extremely unfortunate.

We call upon the Senate Judiciary Committee to investigate the civil rights, fair employment and labor
standards record of the high technology industries, particularly with relation to veterans, the disabled,
women and other traditionally underrepresented minorities before making [considering] another costly
mistake in employment policy.