

## **Lilly Ledbetter Fair Pay Act**

The Lilly Ledbetter Fair Pay Act of 2009 was recently signed into law. The Fair Pay Act supersedes the U.S. Supreme Court's May 2007 decision in *Ledbetter v. Goodyear Tire & Rubber Co.* Under the Act, both private and government agencies are covered.

According to the U.S. Equal Employment Opportunity Commission an individual is subjected to compensation discrimination under, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act of 1990, they may file a charge within 180 (or 300) days of any of the following:

1. When a discriminatory compensation decision or other discriminatory practice affecting compensation is adopted;
2. When the individual becomes subject to a discriminatory compensation decision or other discriminatory practice affecting compensation; or
3. When the individual's compensation is affected by the application of a discriminatory compensation decision or other discriminatory practice, including each time the individual receives compensation that is based in whole or part on such compensation decision or other practice.

### **Major provisions of the Fair Pay Act include:**

- Extension of the statute of limitations for filing claims.
- Prohibits wage discrimination based on sex, race, or national origin among employees for work in equivalent jobs.