

2015-J3627

LEGISLATIVE RESOLUTION commemorating the 7th Anniversary of the Lilly Ledbetter Fair Pay Act of 2009, on January 29, 2016

WHEREAS, This Legislative Body is justly proud to commemorate the 7th Anniversary of the Lilly Ledbetter Fair Pay Act of 2009; and

WHEREAS, The Lilly Ledbetter Fair Pay Act of 2009 is a federal statute in the United States that was the first bill signed into law by President Barack Obama on January 29, 2009; and

WHEREAS, The Act amends the Civil Rights Act of 1964; the new act states that the 180-day statute of limitations for filing an equal-pay lawsuit regarding pay discrimination resets with each new paycheck affected by that discriminatory action; and

WHEREAS, The long title of the Lilly Ledbetter Fair Pay Act of 2009 is an Act to amend title VII of the Civil Rights Act of 1964 and the Age Discrimination in Employment Act of 1967, and to modify the operation of the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973, to clarify that a discriminatory compensation decision or other practice that is unlawful under such Acts occurs each time compensation is paid pursuant to the discriminatory compensation decision or other practice, and for other purposes; and

WHEREAS, The law directly addressed *Ledbetter v. Goodyear Tire & Rubber Co.*, 550 U.S. 618 (2007), a U.S. Supreme Court decision that the statute of limitations for presenting an equal-pay lawsuit begins on the date that the employer makes the initial discriminatory wage decision, not at the date of the most recent paycheck; and

WHEREAS, Currently, more than 20 states are taking action on Equal Pay; Legislators across the nation will be advancing legislation on Equal Pay and even more are issuing press statements and engaging with constituents to tackle the pay gap; and

WHEREAS, The 7th Anniversary of the Lilly Ledbetter Fair Pay Act of 2009 should be observed for its vital contributions to the people of the State of New York and the country as a whole; now, therefore, be it RESOLVED, That this Legislative Body pause in its deliberations to commemorate the 7th Anniversary of the Lilly Ledbetter Fair Pay Act of 2009, on January 29, 2016.