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## **Chapter 21 Labor Code Recent Developments**

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## UNITED STATES PUBLIC LAWS

111th Congress - First Session

Convening January 04, 2009

Additions and Deletions are not identified in this database.

Vetoed provisions within tabular material are not displayed

Vetoed provisions are indicated by ~~Text~~ ;stricken material by ~~Text~~ .

PL 111-2 [S 181]

January 29, 2009

## LILLY LEDBETTER FAIR PAY ACT OF 2009

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.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

&lt;&lt; 42 USCA § 2000a NOTE &gt;&gt;

## SECTION 1. SHORT TITLE.

This Act may be cited as the “Lilly Ledbetter Fair Pay Act of 2009”.

&lt;&lt; 42 USCA § 2000e-5 NOTE &gt;&gt;

## SEC. 2. FINDINGS.

Congress finds the following:

(1) The Supreme Court in *Ledbetter v. Goodyear Tire & Rubber Co.*, 550 U.S. 618 (2007), significantly impairs statutory protections against discrimination in compensation that Congress established and that have been bedrock principles of American law for decades. The *Ledbetter* decision undermines those statutory protections by unduly restricting the time period in which victims of discrimination can challenge and recover for discriminatory compensation decisions or other practices, contrary to the intent of Congress.

(2) The limitation imposed by the Court on the filing of discriminatory compensation claims ignores the reality of wage discrimination and is at odds with the robust application of the civil rights laws that Congress intended.

(3) With regard to any charge of discrimination under any law, nothing in this Act is intended to preclude or

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[Recent Updates and Developments: Commissioner of Education Decisions and AG Opinions; Chapter 21 of Texas Labor Code vs. Title VII of the Civil Rights Act; and the Texas Whistleblower Act](#)

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