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January 22, 2009

Dear Senator,

As the Senate moves to a final vote on the *Lilly Ledbetter Fair Pay Restoration Act* (S. 181), I am writing to ask that you vote to support this critically important bill. As you know, this legislation is aimed at preserving the intent of the *Equal Pay Act of 1963*.

In May, 2007, the Supreme Court voted 5-4 to make it nearly impossible for workers to seek damages in cases involving wage discrimination. In *Ledbetter v. Goodyear Tire & Rubber Company*, the Court stipulated that victims of wage discrimination have only six months from the time that the pay discrimination originated to file a claim seeking relief. However, in the case of Lilly Ledbetter it was twenty years later when she discovered that her male counterparts were receiving higher compensation for doing the same job. Unfortunately the Ledbetter case is not a unique one.

This legislation will correct that 2007 Supreme Court decision by returning the law on pay discrimination cases back to the status quo. Workers that have suffered pay discrimination will be permitted to file complaints based on any paycheck they receive in which they believe they have been victims. Moreover, workers can file a claim at any time during their careers. In other words, this bill will restore the right of workers to file wage discrimination complaints when they discover them, whether it be six months from the time it occurred, or in the case of Lilly Ledbetter, twenty years later. This will also include those workers who have been discriminated against based on their race, disability, religion, or sexual orientation.

Again, we at IFPTE ask for your support of this important bill. Should you have any questions, please feel free to contact me, or IFPTE Legislative Director Matt Biggs at (202) 239-4880.

Sincerely,

Gregory J. Junemann,
President