WHEREAS, Lily Ledbetter, a Goodyear Tire and Rubber supervisor since 1979, received an anonymous tip in her 19th year at work that she was paid consistently less than her male colleagues; and

WHEREAS, she timely filed suit under Title VII of the Civil Rights Act of 1964 in federal court and won a jury verdict of $3.8 million in back pay and punitive damages; and

WHEREAS, in June 2007, the U.S. Supreme Court reversed the jury award (Ledbetter v. Goodyear) on the ground that she had to file her claim 180 days from the date that Goodyear decided to discriminate against her by paying her less than her male colleagues; and

WHEREAS, the Supreme Court’s opinion rejects a longstanding interpretation of the Civil Rights Act that gives workers 180 days to file a complaint from the last discriminatory paycheck, regardless of when the decision to discriminate was made; and

WHEREAS, discovering the pay rate of co-workers may take more than 180 days, because non-union pay rates are considered confidential information, making it virtually impossible in most cases for a non-union worker to learn of pay disparities within 180 days; and

WHEREAS, the effect of Ledbetter v. Goodyear will be for employers, who are not sued within 180 days following the decision to discriminate, to continue pay disparities for women, racial, religious, and ethnic minorities; and

WHEREAS, the House has passed H.R. 2831, the Ledbetter Fair Pay Act, to overturn Ledbetter v. Goodyear; and

WHEREAS, the Fair Pay Restoration Act of 2007 to reverse Ledbetter v. Goodyear is now pending in the U.S. Senate;

NOW THEREFORE BE IT RESOLVED that the OCA-Greater Philadelphia supports legislation similar to the Ledbetter Fair Pay Act to overturn Ledbetter v. Goodyear; and

NOW THEREFORE BE IT FURTHER RESOLVED that the OCA-Greater Philadelphia authorizes its president and officers to communicate the content of this resolution to the OCA National Board, the OCA-Greater Philadelphia members, other OCA chapters, the members of Congress, and whomsoever they deem suitable to receive the information.