



# Jackson County Missouri

Jackson County Courthouse  
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## Legislation Details (With Text)

**File #:** 16885      **Version:** 0      **Name:** Courtesy - Lily Ledbetter  
**Type:** Resolution      **Status:** Passed  
**File created:** 4/27/2009      **In control:** County Legislature  
**On agenda:** 4/27/2009      **Final action:** 4/27/2009  
**Title:** A RESOLUTION recognizing the "Share the Torch with Lily Ledbetter" event, honoring Lily Ledbetter's steps towards creating an equal and fair workplace.  
**Sponsors:** Theresa Garza Ruiz  
**Indexes:** 2007 - 2009 COURTESY RESOLUTIONS  
**Code sections:**  
**Attachments:**

Date	Ver.	Action By	Action	Result
4/27/2009	0	County Legislature	adopt	Pass

### IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI

**A RESOLUTION** recognizing the "Share the Torch with Lily Ledbetter" event, honoring Lily Ledbetter's steps towards creating an equal and fair workplace.

**RESOLUTION #16885**, April 27, 2009

**INTRODUCED BY** Theresa Garza Ruiz, County Legislator

WHEREAS, Lily Ledbetter is a former employee of Goodyear Tire and Rubber Company who was paid less than her male co-workers, even though she did the same work; and,

WHEREAS, for nearly two decades, this discrimination was kept quiet until Ms. Ledbetter, as she was nearing retirement, received an anonymous note regarding the pay disparity; and,

WHEREAS, seeking to rectify the injustice, Ms. Ledbetter filed a complaint with the Equal Employment Opportunity Commission, and later filed suit against Goodyear; and,

WHEREAS, in the lawsuit, a jury found that Goodyear had in fact discriminated against Ms. Ledbetter and awarded her more than \$3 million in damages; and,

WHEREAS, however, this verdict was appealed all the way to the United States Supreme Court, which ultimately held that Ms. Ledbetter's complaint should have been filed within six months of the original act of pay discrimination, even though at that time, no one, besides the company, had knowledge of the discrimination; and,

WHEREAS, this ruling by the United States Supreme Court set a dangerous precedent that if pay discrimination was not challenged during its first six months, a company could pay a woman less than a man for the remainder of that woman's career with the offending employer; and,

WHEREAS, in response to this ruling, Congress passed the Lily Ledbetter Fair Pay Act, which President Obama signed into law on January 29, 2009, and which gives all employees a better shot at a fair workplace, making it easier to ensure justice for those who have been paid less based on sex, race, ethnicity, religion, disability, or age; and,

WHEREAS, the Greater Kansas City Women's Political Caucus will host the 2009 "Share the Torch with Lily Ledbetter" event on Wednesday, April 29, 2009, to honor Ms. Ledbetter; now therefore,

BE IT RESOLVED by the County Legislature of Jackson County, Missouri, that the Legislature hereby recognizes the "Share the Torch with Lily Ledbetter" event, honoring Lily Ledbetter's steps towards creating an equal and fair workplace.

Effective Date: This Resolution shall be effective immediately upon its passage by a majority of the Legislature.

APPROVED AS TO FORM:

\_\_\_\_\_  
Chief Deputy County Counselor

\_\_\_\_\_  
County Counselor

Certificate of Passage

I hereby certify that the attached resolution, Resolution #16885 of April 27, 2009, was duly passed on April 27, 2009 by the Jackson County Legislature. The votes thereon were as follows:

Yeas 7

Nays 0

Abstaining 0

Absent 2

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mary Jo Spino, Clerk of Legislature