

S 181

Lilly Ledbetter Fair Pay Act of 2009

Congress: 111 (2009–2011, Ended)

Chamber: Senate

Policy Area: Civil Rights and Liberties, Minority Issues

Introduced: Jan 8, 2009

Current Status: Became Public Law No: 111-2.

Latest Action: Became Public Law No: 111-2. (Jan 29, 2009)

Law: 111-2 (Enacted Jan 29, 2009)

Official Text: <https://www.congress.gov/bill/111th-congress/senate-bill/181>

Sponsor

Name: Sen. Mikulski, Barbara A. [D-MD]

Party: Democratic • **State:** MD • **Chamber:** Senate

Cosponsors (54 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Akaka, Daniel K. [D-HI]	D · HI		Jan 8, 2009
Sen. Begich, Mark [D-AK]	D · AK		Jan 8, 2009
Sen. Bingaman, Jeff [D-NM]	D · NM		Jan 8, 2009
Sen. Boxer, Barbara [D-CA]	D · CA		Jan 8, 2009
Sen. Brown, Sherrod [D-OH]	D · OH		Jan 8, 2009
Sen. Byrd, Robert C. [D-WV]	D · WV		Jan 8, 2009
Sen. Cantwell, Maria [D-WA]	D · WA		Jan 8, 2009
Sen. Cardin, Benjamin L. [D-MD]	D · MD		Jan 8, 2009
Sen. Carper, Thomas R. [D-DE]	D · DE		Jan 8, 2009
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		Jan 8, 2009
Sen. Clinton, Hillary Rodham [D-NY]	D · NY		Jan 8, 2009
Sen. Dodd, Christopher J. [D-CT]	D · CT		Jan 8, 2009
Sen. Dorgan, Byron L. [D-ND]	D · ND		Jan 8, 2009
Sen. Durbin, Richard J. [D-IL]	D · IL		Jan 8, 2009
Sen. Feingold, Russell D. [D-WI]	D · WI		Jan 8, 2009
Sen. Feinstein, Dianne [D-CA]	D · CA		Jan 8, 2009
Sen. Hagan, Kay R. [D-NC]	D · NC		Jan 8, 2009
Sen. Harkin, Tom [D-IA]	D · IA		Jan 8, 2009
Sen. Inouye, Daniel K. [D-HI]	D · HI		Jan 8, 2009
Sen. Johnson, Tim [D-SD]	D · SD		Jan 8, 2009
Sen. Kennedy, Edward M. [D-MA]	D · MA		Jan 8, 2009
Sen. Kerry, John F. [D-MA]	D · MA		Jan 8, 2009
Sen. Klobuchar, Amy [D-MN]	D · MN		Jan 8, 2009
Sen. Kohl, Herb [D-WI]	D · WI		Jan 8, 2009
Sen. Landrieu, Mary L. [D-LA]	D · LA		Jan 8, 2009
Sen. Lautenberg, Frank R. [D-NJ]	D · NJ		Jan 8, 2009
Sen. Leahy, Patrick J. [D-VT]	D · VT		Jan 8, 2009
Sen. Levin, Carl [D-MI]	D · MI		Jan 8, 2009
Sen. Lieberman, Joseph I. [ID-CT]	ID · CT		Jan 8, 2009
Sen. Lincoln, Blanche L. [D-AR]	D · AR		Jan 8, 2009
Sen. McCaskill, Claire [D-MO]	D · MO		Jan 8, 2009
Sen. Menendez, Robert [D-NJ]	D · NJ		Jan 8, 2009
Sen. Merkley, Jeff [D-OR]	D · OR		Jan 8, 2009
Sen. Murray, Patty [D-WA]	D · WA		Jan 8, 2009
Sen. Nelson, Bill [D-FL]	D · FL		Jan 8, 2009
Sen. Pryor, Mark L. [D-AR]	D · AR		Jan 8, 2009
Sen. Reed, Jack [D-RI]	D · RI		Jan 8, 2009
Sen. Reid, Harry [D-NV]	D · NV		Jan 8, 2009
Sen. Rockefeller, John D., IV [D-WV]	D · WV		Jan 8, 2009
Sen. Salazar, Ken [D-CO]	D · CO		Jan 8, 2009
Sen. Sanders, Bernard [I-VT]	I · VT		Jan 8, 2009

Cosponsor	Party / State	Role	Date Joined
Sen. Schumer, Charles E. [D-NY]	D · NY		Jan 8, 2009
Sen. Shaheen, Jeanne [D-NH]	D · NH		Jan 8, 2009
Sen. Snowe, Olympia J. [R-ME]	R · ME		Jan 8, 2009
Sen. Stabenow, Debbie [D-MI]	D · MI		Jan 8, 2009
Sen. Tester, Jon [D-MT]	D · MT		Jan 8, 2009
Sen. Udall, Mark [D-CO]	D · CO		Jan 8, 2009
Sen. Udall, Tom [D-NM]	D · NM		Jan 8, 2009
Sen. Warner, Mark R. [D-VA]	D · VA		Jan 8, 2009
Sen. Webb, Jim [D-VA]	D · VA		Jan 8, 2009
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Jan 8, 2009
Sen. Wyden, Ron [D-OR]	D · OR		Jan 8, 2009
Sen. Bayh, Evan [D-IN]	D · IN		Jan 9, 2009
Sen. Kaufman, Edward E. [D-DE]	D · DE		Jan 22, 2009

Committee Activity

No committee referrals or activity are recorded for this bill.

Subjects & Policy Tags

Policy Area:

Civil Rights and Liberties, Minority Issues

Related Bills

Bill	Relationship	Last Action
111 HR 11	Identical bill	Mar 6, 2009: Referred to the Subcommittee on Health, Employment, Labor, and Pensions.
111 HRES 87	Procedurally related	Jan 27, 2009: Motion to reconsider laid on the table Agreed to without objection.

Summary (as of Jan 29, 2009)

(This measure has not been amended since it was introduced. The summary of that version is repeated here.)

Lilly Ledbetter Fair Pay Act of 2009 - Amends the Civil Rights Act of 1964 to declare that an unlawful employment practice occurs when: (1) a discriminatory compensation decision or other practice is adopted; (2) an individual becomes subject to the decision or practice; or (3) an individual is affected by application of the decision or practice, including each time wages, benefits, or other compensation is paid. Allows liability to accrue, and allows an aggrieved person to obtain relief, including recovery of back pay, for up to two years preceding the filing of the charge, where the unlawful employment practices that have occurred during the charge filing period are similar or related to practices that occurred outside the time for filing a charge. Applies the preceding provisions to claims of compensation discrimination under the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973.

Amends the Age Discrimination in Employment Act of 1967 to declare that an unlawful practice occurs when a discriminatory compensation decision or other practice is adopted, when a person becomes subject to the decision or other practice, or when a person is affected by the decision or practice, including each time wages, benefits, or other compensation is paid.

Actions Timeline

- **Jan 29, 2009:** Signed by President.
- **Jan 29, 2009:** Became Public Law No: 111-2.
- **Jan 28, 2009:** Presented to President.
- **Jan 27, 2009:** Rule H. Res. 87 passed House.
- **Jan 27, 2009:** Considered under the provisions of rule H. Res. 87. (consideration: CR H546-556)
- **Jan 27, 2009:** Rule provides for consideration of S. 181 with 1 hour of general debate. Previous question shall be considered as ordered without intervening motions except motion to recommit. Measure will be considered read. Bill is closed to amendments.
- **Jan 27, 2009:** DEBATE - The House proceeded with one hour of debate on S. 181.
- **Jan 27, 2009:** The previous question was ordered pursuant to the rule. (consideration: CR H554)
- **Jan 27, 2009:** Mr. McKeon moved to commit to Education and Labor. (consideration: CR H554-556)
- **Jan 27, 2009:** Floor summary: DEBATE - The House proceeded with ten minutes of debate on the McKeon motion to commit S. 181 to the Committee on Education and Labor.
- **Jan 27, 2009:** The previous question on the motion to commit was ordered without objection. (consideration: CR H555)
- **Jan 27, 2009:** On motion to commit Failed by the Yeas and Nays: 176 - 250 (Roll no. 36).
- **Jan 27, 2009:** Passed/agreed to in House: On passage Passed by the Yeas and Nays: 250 - 177 (Roll no. 37). (text: CR H546-547)
- **Jan 27, 2009:** On passage Passed by the Yeas and Nays: 250 - 177 (Roll no. 37). (text: CR H546-547)
- **Jan 27, 2009:** Motion to reconsider laid on the table Agreed to without objection.
- **Jan 27, 2009:** Cleared for White House.
- **Jan 26, 2009:** Rules Committee Resolution H. Res. 87 Reported to House. Rule provides for consideration of S. 181 with 1 hour of general debate. Previous question shall be considered as ordered without intervening motions except motion to recommit. Measure will be considered read. Bill is closed to amendments.
- **Jan 23, 2009:** Received in the House.
- **Jan 23, 2009:** Held at the desk.
- **Jan 23, 2009:** Message on Senate action sent to the House.
- **Jan 22, 2009:** Considered by Senate. (consideration: CR S739-759, S759-776)
- **Jan 22, 2009:** Passed/agreed to in Senate: Passed Senate without amendment by Yea-Nay Vote. 61 - 36. Record Vote Number: 14. (text: CR S775-776)
- **Jan 22, 2009:** Passed Senate without amendment by Yea-Nay Vote. 61 - 36. Record Vote Number: 14. (text: CR S775-776)
- **Jan 21, 2009:** Considered by Senate. (consideration: CR S693-712)
- **Jan 15, 2009:** Motion to proceed to measure considered in Senate. (consideration: CR S557)
- **Jan 15, 2009:** Cloture on the motion to proceed to the measure invoked in Senate by Yea-Nay Vote. 72 - 23. Record Vote Number: 4. (consideration: CR S557-559; text: CR S559)
- **Jan 15, 2009:** Motion to proceed to consideration of measure agreed to in Senate by Unanimous Consent. (consideration: CR S557-559, S588-590)
- **Jan 15, 2009:** Measure laid before Senate by motion. (consideration: CR S557-559, S588-590)
- **Jan 13, 2009:** Motion to proceed to consideration of measure made in Senate. (consideration: CR S349)
- **Jan 13, 2009:** Cloture motion on the motion to proceed to the measure presented in Senate. (consideration: CR S349)
- **Jan 13, 2009:** Motion to proceed to consideration of measure withdrawn in Senate. (consideration: CR S349)
- **Jan 9, 2009:** Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 14.
- **Jan 8, 2009:** Introduced in Senate
- **Jan 8, 2009:** Introduced in the Senate. Read the first time. Placed on Senate Legislative Calendar under Read the First Time.