



**TONI PRECKWINKLE, PRESIDENT,  
COOK COUNTY BOARD OF COMMISSIONERS  
PROCLAIMS LILLY LEDBETTER DAY IN COOK COUNTY**

*WHEREAS, for nearly 20 years, from 1979 until she retired in 1998, Lilly Ledbetter was an employee of Goodyear Tire and Rubber Company in Gadsen, Alabama where she received awards for her exemplary service; and*

*WHEREAS, in the beginning, as one of the few women area managers at Goodyear, Lilly Ledbetter's pay was equivalent to her male counterparts, but over the years, a gap in pay developed between Lilly Ledbetter and her male colleagues; and*

*WHEREAS, by the end of 1997, Lilly Ledbetter learned that she was paid approximately \$1500 less than the highest paid man, and \$550 less than the lowest paid man in her same position; and*

*WHEREAS, this pay disparity and inequity not only affected her salary but also her pension; and*

*WHEREAS, upon her retirement from Goodyear, Lilly Ledbetter took a courageous first step, and filed gender-pay discrimination charges against Goodyear with the Equal Employment Opportunity Commission, and later sued Goodyear for gender-pay discrimination under Title VII of the Civil Rights Act and under the Equal Pay Act; and*

*WHEREAS, a jury found in favor of Lilly Ledbetter, and awarded \$3 million in damages; and*

*WHEREAS, Goodyear appealed the case to the United States Supreme Court, which subsequently reversed the decision of the jury in a 5-4 vote. The Court, not ruling on the merits of the case, stated that the statute of limitations ( a six month period of time) began to run immediately from the date Goodyear had originally paid Lilly Ledbetter less than her peers, not from the date that she discovered the pay inequity, therefore, her charge was not timely filed; and*

*WHEREAS, even though Lilly Ledbetter did not prevail in court, she still continued to fight against pay discrimination based on sex, race, ethnicity, religion, disability, and age; and*

*WHEREAS, on January 29, 2009, President Barack Obama signed the Lilly Ledbetter Fair Pay Act, the first official bill he signed into law, ensuring that workers have 180 days after every discriminatory paycheck to file a complaint; and*

*WHEREAS, Lilly Ledbetter continues to fight for paycheck parity and equal rights for all; and*

*WHEREAS, on September 14, 2011, the Chicago Metropolitan Women's Battered Network will honor Lilly Ledbetter, a 2011 inductee into the National Women's Hall of Fame, as a Woman of Influence.*

**NOW, THEREFORE, I, Toni Preckwinkle, PRESIDENT OF THE COOK COUNTY BOARD OF COMMISSIONERS, join with women everywhere in applauding the courage and resolve of Lilly Ledbetter, and do hereby proclaim September 14, 2011, as LILLY LEDBETTER DAY IN COOK COUNTY.**

President