

Press Release  
For Immediate Release  
Florida National Organization for Women

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### Florida NOW Angered at Fair Pay Act Voting Record

The Florida National Organization for Women condemns Congressman Vern Buchanan for his vote against the Lilly Ledbetter Fair Pay Act. How can he possibly believe that a victim of discrimination must file charges of such within 180 days of the first act of discrimination, even if the alleged victim doesn't know about it?

The Lilly Ledbetter Act involved an amendment to Title VII of the Civil Rights Act of 1964, administered by the EEOC (Equal Employment Opportunity Commission), to overturn the effect of the Supreme Court's recent decision in her case. The Supreme Court had held that the 180-day deadline of Title VII within which an alleged victim of discrimination can file a charge with the EEOC runs from the time an employee is first discriminated in wages or pay even though the alleged victim has no knowledge of the discrimination. The Ledbetter Fair Pay Act overturned that ruling and holds instead that the time runs from each act of discrimination, in other words, from each discriminatory paycheck. The Ledbetter Act also similarly amended the Age Discrimination in Employment Act of 1967, the Americans With Disabilities Act of 1990, and the Rehabilitation Act of 1973.

Florida NOW president, Jessica McCaffery says that "Women in District 13 and throughout Florida are outraged by Rep. Buchanan's vote. His attitude is not only discriminatory; it is an egregious insult to women."

Florida NOW demands that Representative Buchanan administer an immediate apology for his actions and resign from his position.