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Life After Ledbetter: What The Supreme Court’s Decision Portends For Pay Discrimination Claims

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DESCRIPTION OF CASE

• 13 years as an area manager in Goodyear’s tire production plant (one of a few women in the position)

• When she retired, Ledbetter was earning about 40% less than some male counterparts

• Title VII “disparate treatment” claim:
  - Biased supervisors led to unfair performance reviews
  - These reviews negatively affected pay throughout tenure
GOODYEAR’S DEFENSES

• Ledbetter received among the lowest evaluations of her peers over a period of several years; any pay differences were performance-based

• Ledbetter’s claim was “stale”: Charge must be filed with EEOC within 180 days (or 300 days) from date of “unlawful employment practice”