

Ready?

Changes to the **National Labor Relations Act** and **Pay Equity** legislation are **here** and more are coming!



Avoid legal hassles

The Lilly Ledbetter Fair Pay Act has now been signed into law by President Obama. The passage of this act has far-reaching implications. It amends Title VII of the Civil Rights Act to clarify that **the 180 day deadline to file a discrimination claim with the EEOC restarts each time an employee receives compensation** (a check or pension contribution), rather than 180 days after a pay decision has been made that is the result of a discriminatory pay practice. Further, the act has a **retroactive effective date of May 28, 2007.**

This act, combined with other changes in the National Labor Relations Act and other pending pay equity legislation, creates additional exposure to discrimination lawsuits for businesses. With a pay discrimination lawsuit, defendants can expect to spend at least \$100,000 in legal fees over an average 18 month engagement. That figure does not include any damages payable if the organization is found guilty. Countering union drives can cost an organization up to \$800 an hour in legal fees.

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Please contact Stephen A. Lella at 212-792-8883 or salella@astronsolutions.com to have Astron help you.



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