



**Franchising**<sup>™</sup>  
Building local businesses,  
one opportunity at a time.

January 7, 2009

Dear Representative:

I am writing on behalf of the members of the International Franchise Association (IFA) to strongly urge you to vote against H.R. 11, the "Lilly Ledbetter Fair Pay Act." All franchised businesses strongly support equal employment opportunity and unequivocally oppose unlawful discrimination. This measure deserves very careful consideration prior to a vote in the 111th Congress, however, and **the IFA may consider votes on this measure among our list of "Key Votes."**

As the largest and oldest franchising trade group, the IFA's mission is to safeguard the business environment for franchising worldwide. IFA represents more than 85 industries, including more than 10,000 franchisee, 1,200 franchisor and 600 supplier members nationwide. According to a 2008 study conducted by PricewaterhouseCoopers, there are more than 900,000 franchised establishments in the U.S. that are responsible for creating 21 million American jobs and generating \$2.3 trillion in economic output.

This legislation goes far beyond the scope of the 2007 *Ledbetter* Supreme Court decision. It eliminates any time limitations for claims of employment discrimination in most cases. As a result, claims can be filed years or even decades later. Obviously, bad actors could go unpunished for years. Even more harmful, is the great liability and record-keeping burden this imposes on small employers. Employers could become victims of frivolous lawsuits, stemming from decisions made so long ago that none of the original participants are involved in the business or even alive.

Furthermore, we respectfully ask that this legislation be considered by the Education & Labor Committee in hearings so that many of the newly elected members to the 111<sup>th</sup> Congress may have ample time to consider this bill's impact. IFA believes this drastic change to current law should be further vetted before it is considered for a vote; particularly so early in the new session. Therefore, **the IFA urges you to oppose H.R. 11, the Lilly Ledbetter Fair Pay Act, and we may consider votes on this measure among our annual list of "Key Votes."**

Sincerely,

A handwritten signature in black ink that reads "David French". The signature is stylized and cursive.

David French  
Vice President, Government Relations