



## HELP US GET THE EQUAL REMEDIES ACT PASSED!

Dear friends,

Barrett & Farahany is proud to be behind the introduction of the **Equal Remedies Act of 2024**, which was introduced TODAY to **eliminate caps on damages under Title VII and add compensatory and punitive damages for age discrimination**. It was introduced into Congress on May 8, 2024, by House Representative Suzanne Bonamici and into the Senate by Senator Edward Markey. Our managing partner, Amanda Farahany has been working with NELA and a national coalition to get this piece of legislation introduced to assist all workers in the United States to get their full rights vindicated and employers held accountable.

[Read Rep. Bonamici's Press Release](#)

Supported and led by the National Employment Lawyers Association, this bill would **change Title VII**, which was passed 60 years ago in 1964. Under Title VII, employees can seek **certain damages** in employment discrimination cases such as **back pay, front pay, compensatory and punitive damages, and attorneys' fees and legal costs**. However, Title VII limits the amount of compensatory and punitive damages that can be awarded. Currently, those limits are between \$50,000 and \$300,000, depending on the employer's size. The Equal Remedies Act, if passed, would remove that limitation.

The proposed bill would also modernize the Age Discrimination in Employment Act (ADEA) and include **remedies for compensatory and punitive damages** for age discrimination claims, which currently are limited only to lost wages and an equal amount for liquidated damages. If passed, **older workers** who are discriminated against will be granted the opportunity to argue to receive compensatory and punitive damages, like other victims of discrimination, and have a jury determine how this affected them, beyond just the amount they would have earned had they continued working.

## Read NELA's Statement

“Barrett & Farahany exists to empower all workers - and to create true justice at work. This bill is the culmination of decades of work by the firm to get to a place where workers’ voices can be heard in Congress,” Amanda Farahany said.

This bill would **impact all U.S. workers**, create equality in the workplace, and let juries - **not the government** - decide how discrimination has harmed U.S. workers. It would also ensure that workers are treated the same, no matter what state they live in, by ensuring a national standard.

Please join us in supporting the rights of all employees by reaching out to your senators and congressmen to let them know how crucial this legislation is to American workers. Together, we can take the steps necessary to allow all victims of discrimination to have the opportunity to argue for and receive the damages that they deserve.

**For Georgia, contact [Senators Jon Ossoff](#) and [Reverend Raphael Warnock](#) and voice your support. Click [here](#) if you need assistance finding your House representative.**

Thank you for your time and commitment to a better future.

Barrett & Farahany Team

## Contact Your Congressman



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