



# Member Update

## Pregnant Workers Fairness Act

Brothers and Sisters:

On June 27, 2023, the [Pregnant Workers Fairness Act \(PWFA\)](#) went into effect. It requires the FAA to provide a reasonable accommodation to a qualified employee with a “known limitation” related to pregnancy, childbirth, and related medical conditions, absent undue hardship for the FAA. It closely aligns with the reasonable accommodation process under Title VII and the Americans With Disabilities Act (ADA) but covers limitations that would not meet the definition of a disability under the ADA.

The Office of Civil Rights’ Center of Excellence For EEO Learning (CEEL) Team has an online video available in eLMS for anyone to take. Bargaining unit employees interested in viewing the PWFA video should coordinate with their supervisor to receive duty time for this purpose.

In Solidarity,

The National Executive Board

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