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## Georgia Birth Advocacy Coalition's Know Your Rights Seminar

### Issues Affecting Pregnant And Nursing Mothers During Covid-19

#### References:

- Title VII of the Civil Rights Act, as amended by the Pregnancy Discrimination Act (PDA), 42 U.S.C. § 2000-e (k)
- Americans with Disabilities Act (ADAAA), 42 U.S.C. § 12102
- Family & Medical Leave Act (FMLA), 29 U.S.C. § 2601
- Patient Protection and Affordable Care Act (PPACA), 29 U.S.C. § 207 (reasonable break time for nursing mothers)
- O.C.G.A. § 34-1-6: Employer obligation to provide time for women to express breast milk for infant child

#### *COVID-19 Specific Laws:*

- CARES Act
  - Pandemic Unemployment Compensation (PUC)
  - Pandemic Emergency Unemployment Compensation (PEUC)
  - Pandemic Unemployment Assistance (PUA)
- Families First Coronavirus Response Act (FFCRA)
  - Emergency Paid Sick Leave Act (EPSLA)
  - Emergency Family Medical Leave Expansion Act (EFMLEA)

#### Resources:

- Georgia Chapter of the National Employment Lawyers Association (NELA-GA): <https://exchange.nela.org/nelaga/home>
- A Better Balance: <https://www.abetterbalance.org>
- National Women's Law Center: <https://nwlc.org>
- EEOC: <https://www.eeoc.gov>
- Department of Labor: <https://www.dol.gov>
- OSHA complaints: [https://www.osha.gov/workers/file\\_complaint.html](https://www.osha.gov/workers/file_complaint.html)