

NOTICE

U.S. DEPARTMENT OF TRANSPORTATION
FEDERAL AVIATION ADMINISTRATION

N 8900.770

National Policy

Effective Date:
4/1/26

Cancellation Date:
4/1/27

SUBJ: Safe Uniform Options for Pregnant Aviation Employees

- 1. Purpose of This Notice.** This notice provides information and direction regarding the data collection and reporting on safe uniform options for pregnant aviation employees to address the Federal Aviation Administration (FAA) Reauthorization Act of 2024 (Public Law (PL) 118-63) Section 409.
- 2. Audience.** This notice applies to applicable Flight Standards (FS) oversight offices (i.e., Air Carrier Safety Assurance (ACSA), General Aviation Safety Assurance (GASA), and International Field Offices (IFO)) with responsibility for Title 14 of the Code of Federal Regulations (14 CFR) part 121 air carriers and 14 CFR part 145 repair stations.
- 3. Where You Can Find This Notice.** You can find this notice on the MyFAA employee website at https://employees.faa.gov/tools_resources/orders_notices and the Dynamic Regulatory System (DRS) at <https://drs.faa.gov>. Operators and the public can find this notice on the FAA's website at https://www.faa.gov/regulations_policies/orders_notices and DRS.
- 4. Applicability.** The information and policy contained in this notice are applicable to uniform policies of air carriers operating under 14 CFR part 121 and repair stations certificated under 14 CFR part 145.
- 5. Background.** Congress, via PL 118-63 Section 409, directed the FAA to review whether air carriers operating under 14 CFR part 121 and repair stations certificated under 14 CFR part 145 have in place uniform policies that ensure pregnant employees can perform required duties safely. To conduct this review, the FAA is collecting data specifically regarding uniforms for pregnant aviation employees.
- 6. Discussion.** For the purpose of this notice and based on U.S. Department of Labor and Internal Revenue Service (IRS) principles, the term "uniform" means a specific article or articles of clothing required by an employer to be worn by employees as a condition of employment that are of a distinctive style, color, or quality, and are not adaptable to general usage as ordinary street clothing. This includes specialized clothing for pregnant employees.
- 7. Action.** Responsible FS offices will complete an activity record for all 14 CFR part 121 and 145 certificate holders (CH) to determine if there is any policy addressing uniform options

for pregnant aviation employees. Responses are not intended to assess the CH's compliance with CFR requirements.

a. Planned Activity. Office management shall assign only one new Planned Activity per CH (parts 121 and 145). This Planned Activity assignment will be made from the Office Workload List (OWL) as described in Safety Assurance System (SAS) Quick Reference Card (Q-Card) Q10-01. It is essential to restate that only one activity from the list below shall be assigned per CH. This ensures reporting remains focused and eliminates duplicative work.

Note: FAA does not have Office of Management and Budget (OMB) approval under the Paperwork Reduction Act (PRA) to collect information regarding "uniform offerings" from air carriers and repair stations. Therefore, when completing Activity Recording (AR) records, your instructions are to review CH policies only.

- (1) AFS 1075 – FAA Reauthorization Act of 2024 SEC 409 121
- (2) AFS 3075 – FAA Reauthorization Act of 2024 SEC 409 121 & 145
- (3) AFS 5075 – FAA Reauthorization Act of 2024 SEC 409 121 & 145

b. Due Date. The planned activity due date required by this notice is April 13, 2026.

c. Instruction. See Appendix A, Completion of FAA Reauthorization Act of 2024 Section 409 Planned Activities, for specific instructions on data collection and the completion of the applicable (121 or 145) AR record.

8. Disposition. We will not incorporate the information in this notice into FAA Order 8900.1. Please direct questions or comments concerning the information in this notice to the Air Transportation Division (AFS-200) at 9-AFS-200-Correspondence@faa.gov.



Robert Reckert for
Hugh Thomas
Acting Executive Director, Flight Standards Service

Appendix A. Completion of FAA Reauthorization Act of 2024 Section 409 Planned Activities

These Activity questions are designed to collect data addressing operational areas beyond the requirements of Title 14 of the Code of Federal Regulations (14 CFR) parts 121 and 145. This Activity Recording (AR) aims to gather information for a review survey as mandated by the Federal Aviation Administration (FAA) Reauthorization Act of 2024 (Public Law (PL) 118-63) Section 409. Responses are not intended to assess the certificate holder's (CH) compliance with CFR requirements.

Note: FAA does not have Office of Management and Budget (OMB) approval under the Paperwork Reduction Act (PRA) to collect information regarding “uniform offerings” from air carriers and repair stations. Therefore, when completing AR records, your instructions are to review CH policies only.

AR Instructions

Access Your Individual Work Plan (IWP)

- From the Safety Assurance System (SAS) Menu, navigate to your IWP.

Activities Work Summary

- Select the “Activities Work Summary” box.

Data Collection Module Entry

- Click on the relevant Code/Title (1075, 3075, or 5075) link to enter the Data Collection module.
- Proceed to the “Enter Common Data Fields” for the selected Activity.

Data Entry

- Complete all required fields marked by red asterisks (*) on the “Enter Common Data Fields” tab.
- Choose the appropriate Notice number from the “National Use Drop Down Menu.”
- Click “Save.”

Answer Question

- Select the “Perform” tab, then select “Questions” tab.
- Provide answers by selecting “Yes” or “No.”
- For “Yes,” click “Save.”
 - Return to the “Activity Summary” tab and Select “C-Completed” from the “Results” dropdown menu. Then select “Save.”
 - Note: For those offices with an “Assess” tab, proceed to the Assessment step below.
- For “No,” select “Response Details” and choose “Other.”
 - Complete all required fields marked with a red asterisk (*). Note: Certain Flight Standards (FS) offices will see additional required fields. For those offices, enter Applicable Primary Area, Keyword Category 100-Personnel, Keyword 199-Other/Remarks, and Opinion Code I-Information.

- Enter/verify the Supporting Comment as “FAA Reauthorization Act of 2024 SEC 409” along with any additional comments necessary.
- Click “OK.” Then select “Save.”

Assessment

- If available, select the “Assess” tab (only certain FS offices will see this tab):
 - Verify “Results” dropdown shows “C-Completed.”
 - If not, click “Edit.” Select “C-Completed” from the “Results” dropdown menu.
 - Select “Save.”
- If the “Assess” tab is unavailable, continue directly to next step.

Deficiency Check and Correction

- Go to the “Check” tab to identify and correct deficiencies.
- For “Activity Comments Validation Errors:”
 - Navigate to “Perform” tab, select “Activity Summary.”
 - Click the blue “Comments” hyperlink.
 - Complete all required fields marked with a red asterisk (*).
 - Enter Date, Applicable Primary Area, Keyword Category 100-Personnel, Keyword 199-Other/Remarks, Opinion Code I-Information, Comment-enter/verify “FAA Reauthorization Act of 2024 SEC 409” and any additional comments necessary.
 - Select “C-Completed” from the “Results” dropdown menu.
 - Select “Save,” then return to the “Check” tab to address additional deficiencies.
- When none, continue to next step.

Final Submission

- Select the “Submit” tab.
- Check the appropriate SEL block.
- Click “Submit” to finalize.