

Press Coverage | July 3, 2025

PWFA Litigation Comes Into Focus in 1st Half of 2025

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[Tracey E. Diamond](#)

Tracey Diamond, a partner in Troutman Pepper Locke’s Labor + Employment Practice Group, was quoted in the July 3, 2025 *Law360* article, [“PWFA Litigation Comes Into Focus in 1st Half of 2025.”](#)

Tracey E. Diamond, a management-side partner at Troutman Pepper Locke LLP, said she has seen more “run-of-the-mill employment cases” brought under the PWFA in which the EEOC accuses employers of falling short of their accommodation obligations.

“And what kind of stood out for me when I looked at those cases was that it’s clear under the PWFA that employers are not allowed to impose a leave of absence if there is an alternative accommodation that would enable the employee to do their job,” Diamond said. “These cases seem to center around where employers are sort of saying to employees, ‘We can’t accommodate you. You need to go on a leave,’ and the employee doesn’t want to go on a leave.”

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