The California Family Rights Act (CFRA) has specific employer coverage and employee eligibility requirements. All public employers and all private employers with five or more employees are covered by the CFRA. An employee is eligible for CFRA leave if they have worked for their current employer for at least 12 months (these months do not have to be consecutive) and have worked 1,250 hours in the 12 months preceding the date of leave.

In addition to the eligibility requirements, an employee may only take CFRA leave if they have a qualifying reason. An employee may take CEr 0.001 Tce0000 Ted agaist [Aeq-4p)6ytie's(OFA)-4g)42(titirany) This-1 (x)4ig) form meets that requirement.

This form is not for use if the employee is requesting pregnancy disability leave. Please use the *FMLA/PDL Designation Notice* form.

In order to determine whether leave is CFRA-covered, the employer may request that leave for serious health conditions be supported by a medical certification (this requirement must be noted in your employer's CFRA leave policy). You may use the *Certification of Health Care Provider –*

The following are instructions for completing each section of the designation notice of this form:

_____

Indicate the most recent date you received a request, medical certification or other documentation of the employee's need for leave.

Indicate whether the leave is approved or denied, or if more information is needed.

If needed, indicate any additional information required to make a leave request determination.

If leave beginning and ending dates are known, indicate those dates in the first check box. If the length or timing of leave is not known, use the second check box.

In

Please be advised: *(check all that apply)*

Any unpaid CFRA leave taken will be designated as CFRA leave and counted against the amount of CFRA leave you have available to use in the applicable 12-month period.

CFRA leave.

A list of the essential functions of your position (is /   is not) attached. If attached, the return-to-work certification must address your ability to perform the essential job functions.