

California employers must routinely comply with new compliance obligations, including revisions to the California Family Rights Act (CFRA). Effective January 1, 2023, the CFRA applies to all employers with five or more employees anywhere in the country and provides California employees with more opportunities to take leave than the Family and Medical Leave Act (FMLA) does, including taking leave to care for a “designated person.” As a result of these changes and other nuances, administering leaves of absence in California can be a complex and challenging process. To assist employers, our California attorneys have developed customizable templates for California. The templates address leaves of absence under the CFRA, FMLA, and California Pregnancy Disability Leave (PDL).

### The California Leave Template Package includes:

- CFRA Policy Template
- Employee Request for FMLA/CFRA/PDL
- Employee Request for CFRA/PDL
- Notice of Eligibility/Rights/Responsibilities (FMLA/CFRA/PDL)
- Notice of Eligibility/Rights/Responsibilities (CFRA/PDL)
- Certification of Health Care Provider (FMLA/PDL)
- Certification of Health Care Provider (FMLA/CFRA)
- Certification of Health Care Provider (PDL only)
- Certification of Health Care Provider (CFRA only)
- Designation Notice (FMLA/PDL)
- Designation Notice (CFRA)
- Designation Notice (FMLA/CFRA)
- Designation Notice (PDL)
- Employer Checklist (FMLA/CFRA/PDL)
- Employer Checklist (CFRA/PDL)
- California Leaves of Absence Flowchart

If you are interested in obtaining the California Leaves of Absence Template package, please reach out to the Ogletree attorney with whom you work for additional information.