

Human Resources Branch Memorandum

SUBJECT: UPDATE to the California Families Rights Act (CFRA)	NUMBER: HRB 20-038
	DATE ISSUED: December 14, 2020
DISTRIBUTION: CDFW ALL	EXPIRES: Until Superseded

Action Required

Informational Only

Control Agency Directive

Purpose

The purpose of this memorandum is to inform California Department of Fish and Wildlife (CDFW) employees of the latest updates to the California Families Rights Act (CFRA) that will take effect on January 1, 2021.

Authorities

- Department of Fair Employment and Housing
- [Senate Bill 1383](#)

Expansion to the CFRA

Effective January 1, 2021, the types of family members covered by the CFRA will be expanded. Currently, CFRA leave may be taken to care for the serious health condition of a spouse, domestic partner, parent, minor child, or dependent adult child. Starting on January 1, 2021, employees may take leave to care for additional family members, including: **an adult child, a child of a domestic partner, grandparent, grandchild, or sibling.**

The limitation on parents working for the same employer have also been eliminated. Starting January 1, 2021, if both parents of a new child work for the same employer, each parent is entitled to up to 12 weeks of leave. Until December 31, 2020, employers may require parents to split 12 weeks of leave between them

Requesting CFRA

Employees interested in applying for CFRA must first complete and submit the DFW 1067 – FMLA/CFRA Request Form via DocuSign. Please see the [Accessing DFW 1067 Family and Medical Leave/California Family Rights Act Request Form via DocuSign Instructions](#). Once you have completed the form, please make sure to email all required substantiation/medical certification for your request to your assigned Employee Wellness Services (EWS – formerly Medical Disability Services) Analyst within 15 calendar days of your request.

Contact

If you have any questions or need additional information, please contact your assigned EWS analyst:

Employee Last Name	Analyst
A-G	Wonwyne Hale
H-O	Pamela Grant
P-Z	Jennie Lee