

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

CERTIFICATION OF HEALTH CARE PROVIDER  
FOR PREGNANCY DISABILITY LEAVE, TRANSFER AND/OR REASONABLE  
ACCOMMODATION

Employee's Name:

\_\_\_\_\_  
Please certify that, because of this patient's pregnancy, childbirth, or a related medical condition (including, but not limited to, recovery from pregnancy, childbirth, loss or end of pregnancy, or post-partum depression), this patient needs (check all appropriate category boxes):

- Time off for medical appointments.  
Specify when and for what duration:  
\_\_\_\_\_  
\_\_\_\_\_
- A disability leave. [Because of a patient's pregnancy, childbirth or a related medical condition, she cannot perform one or more of the essential functions of her job or cannot perform any of these functions without undue risk to herself, to her pregnancy's successful completion, or to other persons.]  
Beginning (Estimate): \_\_\_\_\_  
Ending (Estimate): \_\_\_\_\_
- Intermittent leave. Specify medically advisable intermittent leave schedule:  
\_\_\_\_\_  
\_\_\_\_\_ Beginning (Estimate): \_\_\_\_\_  
Ending (Estimate): \_\_\_\_\_
- Reduced work schedule. [Specify medically advisable reduced work schedule.]  
\_\_\_\_\_  
\_\_\_\_\_ Beginning (Estimate): \_\_\_\_\_  
Ending (Estimate): \_\_\_\_\_
- Transfer to a less strenuous or hazardous position or to be assigned to less strenuous or hazardous duties [specify what would be a medically advisable position/duties].  
\_\_\_\_\_  
\_\_\_\_\_ Beginning (Estimate): \_\_\_\_\_  
Ending (Estimate): \_\_\_\_\_
- Reasonable accommodation(s). [Specify medically advisable needed accommodation(s). These could include, but are not limited to, modifying lifting requirements, or providing more frequent breaks, or providing a stool or chair.]  
\_\_\_\_\_

Beginning (Estimate): \_\_\_\_\_  
Ending (Estimate): \_\_\_\_\_

Name, license number and medical/health care specialty [printed] of health care provider.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signature of health care provider:

\_\_\_\_\_  
\_\_\_\_\_

Authority Cited: Government Code sections 12935, subd. (a), and 12945.

Reference: Government Code sections 12940, 12945; FMLA, 29 U.S.C. §2601, et seq. and FMLA regulations, 29 C.F.R. § 825.

