For purposes of Family and Medical Leave, a “Serious Health Condition” means an illness, injury, impairment, or physical or mental condition that involves at least one of the categories below:

1. **Inpatient Care** *(i.e., an overnight stay)* in a hospital, hospice, or residential medical care facility, including any period of incapacity or subsequent treatment in connection with such inpatient care.

2. **Incapacity for More Than Three (3) Consecutive Full Calendar Days** *(including any subsequent treatment or period of incapacity relating to the same condition)*, that also involves:
   
   (a) Multiple treatments\(^1\) within 30 days of the first date of incapacity (unless extenuating circumstances exist) by a healthcare provider, nurse, or referred provider of health services *(e.g., physical therapist)*; or
   
   (b) Treatment by a healthcare provider on at least one occasion which results in a regime of continuing treatment\(^2\) under the supervision of the healthcare provider.

3. **Prenatal Care** or any period of incapacity related to pregnancy.

4. **Incapacity or Treatment for a Chronic Condition** that requires treatment at least twice per year by a healthcare provider or nurse; continues over an extended period of time *(including recurring episodes of a single underlying condition)*; and may cause episodic rather than a continuing period of incapacity *(e.g., asthma, diabetes, epilepsy, etc.)*

5. **Permanent/Long-term Condition** for which treatment may not be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by, a healthcare provider. *(e.g., Alzheimer’s, a severe stroke, terminal stages of a disease, etc.)*

6. **Multiple Treatments** *(including any period of recovery)* by a healthcare provider or referred provider of health services, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three consecutive full calendar days in the absence of medical intervention or treatment, such as cancer *(chemotherapy, radiation, etc.)*, severe arthritis *(physical therapy)*, or kidney disease *(dialysis)*.

\(^1\) Treatment includes in-person examinations to determine if a serious health condition exists and in-person evaluations of the condition. Treatment does not include routine physical examinations, eye examinations, or dental examinations.

\(^2\) A regimen of continuing treatment includes, for example, a course of prescription medication *(e.g., an antibiotic)* or therapy requiring special equipment to resolve or alleviate the health condition. A regimen of continuing treatment does not include the taking of over-the-counter medications such as aspirin, antihistamines, or salves; nor does it include bed rest, drinking fluids, exercise, and other similar activities that can be initiated without a visit to a healthcare provider.