



Family and Medical Leave ***Serious Health Conditions***

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 **regimen 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.