

FMLA Serious Health Condition Definition

An employee or family member's serious health condition includes one of the following:

1. **INPATIENT CARE** (including absences connected with such care)
2. **CONTINUING TREATMENT:**
 - a. **Incapacity and Treatment:** Absences over three consecutive days (including additional absences relating to the same condition) which also **include** one of the following:
 - i. One in-person treatment by a healthcare provider which occurs within seven days of initial onset **and** requires continued treatment (i.e. prescriptions, dialysis, physical therapy sessions, etc.)
 - ii. Two in-person treatments by a healthcare provider in which the first treatment occurs with seven days of initial onset **and** the second treatment occurs within 30 days of initial onset.
 - b. **Pregnancy or Prenatal Care**
 - c. **Chronic Conditions:** Absences which require periodic treatments of at least twice a year and continue over an extended period of time. They may be episodic or intermittent (i.e. asthma, diabetes, epilepsy).
 - d. **Permanent or Long-Term Conditions** (i.e. Alzheimer's, stroke, cancer, kidney disease, severe arthritis)
 - e. **Conditions requiring Multiple Treatments**