### FMLA Definition of Serious Health Conditions

Based on guidelines from the U.S. Department of Labor

<table>
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<th>Type</th>
<th>Qualifying criteria</th>
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| Hospitalization and Subsequent Treatment  | INCAPACITY* INVOLVING AN OVERNIGHT STAY IN A HOSPITAL OR RESIDENTIAL MEDICAL CARE FACILITY | Hospitalization for surgery  
Post-surgery doctor’s exam  
Post-surgery physical therapy sessions |
| Pregnancy and Prenatal Care              | ANY PERIOD OF INCAPACITY  
No other qualifications  
A doctor’s visit during the absence is not required. | Morning sickness  
Doctor’s visit for prenatal care |
| Chronic Conditions                       | ANY PERIOD OF INCAPACITY due to a chronic condition which:  
1. Requires periodic visits for treatment  
2. Continues over an extended period of time  
3. May cause episodic rather than continuous incapacity  
Requires at least two visits per year to HCP | Asthma, diabetes, epilepsy, migraine headaches |
| Conditions Requiring Multiple Treatments | ANY PERIOD OF INCAPACITY for restorative surgery or for conditions that if left untreated would result in incapacity of more than 3 full consecutive calendar days. | Chemotherapy or radiation for cancer  
Dialysis for kidney disease  
Physical therapy for arthritis |
| Permanent/Long Term Conditions           | ANY PERIOD OF INCAPACITY.  
Individual must be under the continuing supervision of a doctor. | Alzheimer’s, stroke, terminal diseases |
| Other Health Conditions                  | INCAPACITY MUST BE FOR MORE THAN 3 FULL CONSECUTIVE CALENDAR DAYS  
AND  
1. Involves treatment 1 time by a health care provider followed by a continuing regimen of treatment (first visit within 7 days of first day of incapacity)  
OR  
2. Involves treatment 2 or more times by a health care provider (second visit within 30 days of first day of incapacity) | (Not normally included: common cold, flu, earache, routine dental problems)  
Physical therapy sessions ordered by a doctor for a broken leg  
A visit to doctor followed by course of prescription antibiotics |

*Incapacity: inability to work, attend school, or perform other regular daily activities due to the SHC, treatment therefore, or recovery therefrom.

This fact sheet is for general information and is not to be considered in the same light as official statements of position contained in the regulation.