

Serious Health Condition

- **Inpatient Care:**
 - Inpatient care involving an overnight stay in the hospital,
 - Includes any treatment or recovery period connected with the inpatient care
- **Absence plus Treatment:**
 - Incapacity of more than 3 consecutive calendar days involving:
 - o Treatment 2 or more times by a health care provider, or
 - o Treatment at least one time with regimen of continuing treatment
- **Pregnancy:**
 - Incapacity due to pregnancy including routine prenatal visits
 - Includes incapacity following childbirth
- **Chronic Conditions Requiring Treatments:**
 - Requires periodic visits for treatment by a health care provider
 - Continues over an extended period of time, and
 - May cause episodic period of incapacity
 - Examples – *asthma, diabetes, epilepsy*
- **Permanent or Long-term Conditions Requiring Supervision:**
 - Incapacity which is permanent or long-term due to a condition for which treatment may not be effective
 - Examples – *Alzheimer's, severe stroke, terminal stages of disease*
- **Multiple Treatments (non-chronic conditions):**
 - Period of absence to receive multiple treatments
Examples - cancer, severe arthritis, kidney disease)

What does not qualify under “serious health condition”?

The following do not generally qualify:

- The common cold
- Allergies
- The flu
- Ear aches
- Upset stomach
- Routine headaches
- Sore throat
- Routine medical or dental visits

Any of these *COULD*, under proper circumstances rise to a serious health condition if they meet the standard of absence plus treatment... Key word is “Generally”.