**FMLA Health Condition Definitions**

The United States Department of Labor Family and Medical Leave Act (FMLA) regulations define a "**serious health condition**" as an illness, injury, impairment, or physical or mental condition that involves one or more of the reasons for absence listed under "Reason for Absence" in the following table.

| **Reason for Absence** | **Definition** | **Examples** |
| --- | --- | --- |
| **Inpatient Care** | Any period of incapacity from a condition requiring inpatient care, including recovery from the condition. | * Hospitalization
* Post surgery examinations
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| **Incapacity for more than three consecutive days, including work and non-work days, that includes:** | A condition requiring two or more treatments by a health care provider (within 30 days of the first day of incapacity), or, treatment on at least one occasion which results in an ongoing regimen of treatment. The first or only in-person treatment visit must take place within 7 days of the first day of incapacity, unless extenuating circumstances exist. | Examination to evaluate a condition, plus a course of treatment such as antibiotics or physical therapy. |
| **Chronic or permanent conditions** | Chronic conditions require periodic visits (at least twice a year) for treatment, continue over an extended period of time and may cause episodic incapacity. | * Asthma
* Diabetes
 |
| Incapacity due to a condition which is not curable but which requires medical supervision. | * Terminal illness
* Multiple sclerosis
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| Absences to receive treatment for a chronic condition. | * Kidney dialysis
 |
| **Prenatal treatment and pregnancy** | Any period of incapacity due to pregnancy or for prenatal care. | * Prenatal doctor visits
* Absences due to morning sickness
* Postpartum recovery
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**Family Care Act Health Condition Definitions**

| **Nature of Absence** | **Definition** |
| --- | --- |
| **For A Child:Health Condition Requiring Treatment or Supervision** | * Any medical condition requiring treatment or medication that the child cannot self administer;
* Any medical or mental health condition that would endanger the child's safety or recovery without the presence of a parent or guardian; or,
* Any condition warranting treatment or preventive health care such as physical, dental, optical, or immunization services, when a parent must be present to authorize the service, and when the employee is eligible to use sick leave for the employee's preventive health care.
 |
| **Serious Health Condition** | * An illness, injury, impairment, or [physical or mental condition](https://www.washington.edu/admin/hr/roles/mgr/leaveholiday/fmla/definitions.html#physment) that involves any period of incapacity or treatment connected with inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility, and any period of incapacity or subsequent treatment or recovery in connection with such inpatient care, and/or
* Continuing treatment by, or under, the supervision of a health care provider or a provider of health care services, and which includes any period of incapacity (i.e., inability to work, attend school, or perform other regular daily activities).
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| **Emergency Condition** | A health condition that is a sudden, generally unexpected occurrence, or set of circumstances related to one's health demanding immediate action, and is typically very short-term in nature. |
| **Incapable of Self-care** | The individual requires active assistance or supervision to provide daily self-care in several of the "activities of daily living" or instrumental activities of daily living.* Activities of daily living include adaptive activities such as caring appropriately for one's grooming and hygiene, bathing, dressing, and eating.
* Instrumental activities of daily living include cooking, cleaning, shopping, taking public transportation, paying bills, maintaining a residence, using telephones and directories, using a post office, etc.
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| **Physical or Mental Disability** | A physical or mental impairment that limits one or more activities of daily living or instrumental activities of daily living. |