

DEFINITIONS

A “Serious Medical Condition” means an illness, injury impairment, or physical or mental condition that involves one of the following:

1) HOSPITALIZATION

Inpatient care in a hospital, hospice, or residential medical care facility, including any period of incapacity or subsequent treatment or in connection with the inpatient care.

2) WORK ABSENCE +4 OR MORE DAYS

A period of incapacity of 4 or more consecutive calendar days (including any subsequent treatment or period of incapacity relating to the same condition), that also involves:

- Treatment (2) or more times by a health care provider or by a provider of health services (i.e. Physical Therapist under orders of a healthcare provider)

OR

- Treatment by a health care provider on at least (1) occasion which results in a regimen of continuing treatment under supervision of a healthcare provider.

3) INTERMITTENT (SPORADIC) INCAPACITY DUE TO CHRONIC CONDITIONS (ex. DIABETES, ASTHMA, EPILEPSY)

A chronic condition which:

- Requires periodic / intermittent visits for treatment by a healthcare provider or provider of care. (Doctor, Nurse Practitioner, Therapist, Nurse)
- Continues over an extended period of time (including possible intermittent episodes of a single underlying condition)
- Incapacity could be sporadic or episodic in nature due to condition possibly improving or becoming inactive through treatment, medication or other factors. (i.e. **asthma, diabetes, epilepsy, etc**)

4) PERMANENT / LONG-TERM INCAPACITY DUE TO UNIMPROVING PROGNOSIS (ex. ALZHEIMER’S, SEVERE STROKE, TERMINAL STAGES OF DISEASE)

A period of incapacity that is permanent or long-term due to a 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 the healthcare provider. (i.e. **Alzheimer’s, severe stroke, terminal stages of disease, etc**)

5) INCAPACITY DUE TO MULTIPLE TREATMENTS (ex. CHEMOTHERAPY, RADIATION for CANCER, PHYSICAL THERAPY for ARTHRITIS, DIALYSIS for KIDNEY DISEASE)

Any period of absence to receive multiple treatments (including any period of recovery there from) by a healthcare provider or by a provider of care or referral by a healthcare provider 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 (3) consecutive calendar days in the absence of medical intervention or treatment, such as cancer (**chemotherapy, radiation, etc**), severe arthritis (**physical therapy**), and kidney disease (**dialysis**).