

## Serious Health Condition Definitions

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A serious health condition is an illness, injury impairment, or physical or mental condition that involves any of the following.

### Absence Plus Treatment

This is a period of more than three full consecutive calendar days of incapacity<sup>1</sup> (including any subsequent treatment<sup>2</sup> or period of incapacity related to the same condition) that also involves **either**:

- Treatment two or more times by a health care provider, a nurse or physician's assistant under direct supervision of a health care provider, or a provider of health care services (for example, a physical therapist) under the orders of, or on referral by, a health care provider; or
- Treatment by a health care provider on at least one occasion that results in a regimen of continuing treatment under a health care provider's supervision.

### Regimen of Continuing Treatment

This includes, for example, a course of prescription medication (such as an antibiotic) or therapy that requires special equipment to resolve or alleviate the health condition. Continuing treatment<sup>2</sup> does **not** include over-the-counter medications (for example, aspirin, antihistamines, or salves) or bed rest, drinking fluids, exercise, and other similar activities that don't require visiting a health care provider.

### Chronic Conditions Requiring Treatment

These are chronic conditions that meet **all** of the following:

- Require periodic visits for treatment<sup>2</sup> by a health care provider or by a nurse or physician's assistant under the direct supervision of a health care provider;
- Continue over an extended period (including recurring episodes of an underlying condition); and
- May cause episodic, instead of continued, periods of incapacity<sup>1</sup> (for example, asthma, diabetes, or epilepsy, etc.).

### Hospital Care

This is inpatient care which means a stay in a hospital, hospice, or residential medical care facility, including any period of incapacity<sup>1</sup> or subsequent treatment<sup>2</sup> related to that inpatient care. A person is considered an "inpatient" when a health care facility formally admits him or her to the facility with the *expectation* that he or she will remain at least overnight and occupy a bed.

### Pregnancy (not covered under CFRA)

This is any period of incapacity<sup>1</sup> related to pregnancy or for prenatal care.

### Permanent/Long-Term Conditions Requiring Supervision

This is a permanent or long-term period of incapacity<sup>1</sup> related to a condition for which treatment<sup>2</sup> may not be effective. The employee or family member must be under the continuing supervision of, but is not required to be receiving active treatment by, a health care provider (for example, Alzheimer's disease, a severe stroke, or the terminal stages of a disease).

### Multiple Treatments (Non-chronic Conditions)

This is any absence required to receive multiple treatments<sup>2</sup> (including any related recovery periods) by a health care provider or a provider of health care services under the orders of, or on referral by, a health care provider for **either**:

- Restorative surgery after an accident or other injury; or
- A condition that could result in more than three consecutive calendar days of incapacity<sup>1</sup> without medical intervention or treatment (for example, dialysis for kidney disease, chemotherapy or radiation for cancer, or physical therapy for severe arthritis).

<sup>1</sup> This is an inability to work, attend school, or perform other regular daily activities due to the serious health condition, the treatment of it, or recovery from it.

<sup>2</sup> This includes examinations to determine if a serious health condition exists and evaluations of the condition. Treatment does not include routine physical, eye, or dental examinations.

### The Genetic Information Nondiscrimination Act of 2008

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. **To comply with GINA and CalGINA, please DO NOT provide any genetic information when responding to this request for medical certification.** "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member of an embryo lawfully held by an individual or family member receiving assistive reproductive services. "Genetic information," as defined by CalGINA includes information about the individual's or the individual's family member's genetic tests, information regarding the manifestation of a disease or disorder in a family member of the individual, and includes information from genetic services or participation in clinical research that includes genetic services by an individual or any family member of the individual. "Genetic Information" does not include information about an individual's sex or race.