FMLA Helpful Hints

You should call Reed Group if you or your child, parent, or spouse have a serious health condition.

- What qualifies as a serious health condition? A serious health condition, as defined by the FMLA, is a Condition Requiring Inpatient Care, Incapacity Plus Treatment, Pregnancy, Chronic Conditions Requiring Treatment, Permanent/Long-Term Conditions, Condition Requiring Multiple Treatments (as defined below)
  - **Incapacity Plus Treatment**
    - Incapacity of more than 3 full consecutive calendar days plus:
      - Treatment 2 or more times by the health care provider within 30 days of the first day of incapacity (Note: The requirement for more than 3 consecutive days of incapacity does not mean you have to miss more than 3 consecutive days of work. For example if you work Monday through Friday and you were incapacitated Friday, Saturday, Sunday, and Monday and are being treated by a healthcare provider this would qualify for FMLA) OR
      - Treatment by your health care provider on at least one occasion which resulted in continuing treatment (Treatment can be therapy, prescription medication, etc.)
      - Note: The first (or only) visit to a doctor must occur within 7 days of the start of incapacity and must be in person.
  - **Chronic Conditions**
    - A period of incapacity or treatment due to a chronic serious health condition that:
      - requires periodic visits (at least twice a year) for treatment by a health care provider or a nurse;
      - continues over an extended period of time; and
      - may cause either episodic or a continuing period of incapacity (e.g., asthma, diabetes, epilepsy, etc.).
    - Absences resulting from chronic conditions qualify for FMLA leave even if the employee or the covered family member does not receive treatment from a health care provider during the absence or the absence does not last more than 3 consecutive, full calendar days.
  - **Condition Requiring Multiple Treatments (Non-Chronic)**
    - Includes treatment plus recovery time for:
      - A condition that would likely result in a period of incapacity of more than 3 consecutive days in absence of medical intervention or treatment (cancer, arthritis, kidney disease)
  - **Permanent/Long-Term Condition**
    - A condition for which treatment may not be effective
    - Requires continuing supervision of a health care provider (but not necessarily active treatment)
    - Examples: Alzheimer’s, severe stroke, or the terminal stage of a disease
  - **Condition Requiring Inpatient Care**
    - Inpatient (overnight) care in a medical facility due to a condition
    - Time for follow-up treatment or recovery associated with the hospitalization is included
    - Includes hospital, hospice, or residential medical care facility
  - **Pregnancy**
    - **Mother:**
      - Incapacity for pregnancy (if her condition makes her unable to work)
      - Normal prenatal care
      - Includes incapacity of less than 3 days (i.e. morning sickness)
    - **Father:**
      - Wife’s incapacity for pregnancy
      - Wife’s prenatal appointments if wife is incapacitated and cannot take herself to appointment

You should also call Reed Group when you need to be absent for a family member’s qualifying exigency arising out of military service, or to care for a covered service member with serious injury or illness.

- **Examples of when not to call Reed Group**
  - Routine dental appointments
  - Routine physicals
  - If you are just picking up your prescription at the pharmacy
  - Cosmetic treatment or surgery that is not required due to a serious health condition (e.g., acne treatment, liposuction, cosmetic face lift, etc.)