



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.)