

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 three consecutive calendar days in the absence of medical intervention or treatment, such as cancer (chemotherapy, radiation, etc.), severe arthritis (physical therapy), kidney disease (dialysis).

(2) Treatment for purposes of paragraph (1) of this definition includes (but is not limited to) examinations to determine if a serious health condition exists and evaluations of the condition. Treatment does not include routine physical examinations, eye examinations, or dental examinations. Under paragraph (1)(ii)(A)(2) of this definition, a regimen of continuing treatment includes, for example, a course of prescription medication (e.g., an antibiotic) or therapy requiring special equipment to resolve or alleviate the health condition (e.g., oxygen). A regimen of continuing treatment that includes the taking of over-the-counter medications such as aspirin, antihistamines, or salves; or bed-rest, drinking fluids, exercise, and other similar activities that can be initiated without a visit to a health care provider, is not, by itself, sufficient to constitute a regimen of continuing treatment for purposes of FMLA leave.

(3) Conditions for which cosmetic treatments are administered (such as most treatments for acne or plastic surgery) are not "serious health conditions" unless inpatient hospital care is required or unless complications develop. Ordinarily, unless complications arise, the common cold, the flu, ear aches, upset stomach, ulcers, headaches other than migraine, routine dental or orthodontia problems, periodontal disease, etc., are examples of conditions that do not meet the definition of a serious health condition and do not qualify for FMLA leave. Restorative dental or plastic surgery after an injury or removal of cancerous growths are serious health conditions provided all the other conditions of this regulation are met. Mental illness resulting from stress or allergies may be serious health conditions, but only if all the conditions of this section are met.

(4) Substance abuse may be a serious health condition if the conditions of this section are met. However, FMLA leave may only be taken for treatment for substance abuse by a health care provider or by a provider of health care services on referral by a health care provider. On the other hand, absence because of the employee's use of the substance, rather than for treatment, does not qualify for FMLA leave.

(5) Absences attributable to incapacity under paragraphs (1)(ii) (B) or (C) of this definition qualify for FMLA leave even though the employee or the immediate family member does not receive treatment from a health care provider during the absence, and even if the absence does not last more than three days. For example, an employee with asthma may be unable to report for work due to the onset of an asthma attack or because the employee's health care provider has advised the employee to stay home when the pollen count exceeds a certain level. An employee who is pregnant may be unable to report to work because of severe morning sickness.

Son or daughter means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing *in loco parentis*, who is under 18 years of age or 18 years of age or older and incapable of self-care because of a mental or physical disability.

Spouse means a husband or wife as defined or recognized under State law for purposes of marriage in the State where the employee resides, including common law marriage in States where it is recognized.

State means any State of the United States or the District of Columbia or any Territory or possession of the United States.

Teacher (or employee employed in an instructional capacity, or instructional employee) means an employee employed principally in an instructional capacity by an educational agency or school whose principal function is to teach and instruct students in a class, a small group, or an individual setting, and includes athletic coaches, driving instructors, and special education assistants such as signers for the hearing impaired. The term does not include teacher assistants or aides who do not have as their principal function actual teaching or instructing, nor auxiliary personnel such as counselors, psychologists, curriculum specialists, cafeteria workers, maintenance workers, bus drivers, or other primarily noninstructional employees.

Appendix A to Part 825—Index

The citations listed in this Appendix are to sections in 29 CFR Part 825.

1,250 hours of service 825.110, 825.800
 12 workweeks of leave 825.200, 825.202, 825.205
 12-month period 825.110, 825.200, 825.201, 825.202, 825.500, 825.800
 20 or more calendar workweeks 825.104(a), 825.105, 825.108(d), 825.800
 50 or more employees 825.102, 825.105, 825.106(f), 825.108(d), 825.109(e), 825.111(d), 825.600(b)

75 miles of worksite/radius 825.108(d), 825.109(e), 825.110, 825.111, 825.202(b), 825.213(a), 825.201, 825.600(b), 825.800
 Academic term 825.600(c), 825.602, 825.603, 825.701(a)
 Adoption 825.100(a), 825.101(a), 825.112, 825.200(a), 825.201, 825.202(a), 825.203, 825.207(b), 825.302, 825.304(c)
 Alternative position 825.117, 825.204, 825.601
 Americans with Disabilities Act 825.113(c), 825.115, 825.204(b), 825.215(b), 825.310(b), 825.702(b), 825.800 as soon as practicable 825.219(a), 825.302, 825.303
 Birth/birth of a child 825.100(a), 825.101(a), 825.103(c), 825.112, 825.200(a), 825.201, 825.202, 825.203, 825.207, 825.209(d), 825.302(a), 825.302(c)
 Certification requirements 825.207(g), 825.305, 825.306, 825.310, 825.311
 Christian science practitioners 825.118(b), 825.800
 COBRA 825.209(f), 825.210(c), 825.213(d), 825.309(b), 825.700(a), 825.800
 Collective bargaining agreements 825.102(a), 825.211(a), 825.604, 825.700
 Commerce 825.104, 825.800
 Complaint 825.220, 825.400, 825.401, 825.500(a)
 Continuing treatment by a health care provider 825.114, 825.800
 Definitions 825.800
 Designate paid leave as FMLA 825.208
 Disability insurance 825.213(f), 825.215(d)
 Discharging 825.106(f), 825.220
 Discriminating 825.106(f), 825.220
 Educational institutions 825.111(c), 825.600
 Effective date 825.102, 825.103, 825.110(e), 825.700(c)
 Eligible employee 825.100, 825.110, 825.111, 825.112, 825.200, 825.202, 825.206(b), 825.207, 825.216(c), 825.217, 825.312, 825.600(b), 825.601, 825.800
 Employer 825.104, 825.105, 825.106, 825.107, 825.108, 825.109, 825.111, 825.800
 Enforcement 825.400—825.404
 Equivalent benefits 825.213(f), 825.214, 825.215(d)
 Equivalent pay 825.100(c), 825.117, 825.204(c), 825.215, 825.601(a), 825.702(c)
 Equivalent position 825.100(c), 825.214, 825.215, 825.218(b), 825.604, 825.702(c)
 Farm Credit Administration 825.109(b)
 Fitness for duty 825.216(c), 825.310, 825.702(e)
 Foster care 825.100(a), 825.112, 825.200(a), 825.201, 825.202(a), 825.203(a), 825.207(b), 825.302(a)
 Government Printing Office 825.109(d)
 Group health plan 825.209, 825.213, 825.800
 Health benefits 825.100(b), 825.106(e), 825.209, 825.210, 825.211, 825.212, 825.215(d), 825.219, 825.220(c), 825.301(c), 825.309, 825.312, 825.603, 825.700, 825.702(c)
 Health care provider 825.100(d), 825.114, 825.115, 825.118, 825.302, 825.305, 825.306, 825.307, 825.310(a), 825.800
 Health plan premiums 825.210, 825.213(a)
 Husband and wife 825.202
 In loco parentis 825.113, 825.800
 Incapable of self-care 825.113(c), 825.800