



# County Technical Assistance Service

Published on e-Li (<http://eli.ctas.tennessee.edu>)

November 17, 2019

## Leave for Treatment of Substance Abuse

---

Dear Reader:

The following document was created from the CTAS electronic library known as e-Li. This online library is maintained daily by CTAS staff and seeks to represent the most current information regarding issues relative to Tennessee county government.

We hope this information will be useful to you; reference to it will assist you with many of the questions that will arise in your tenure with county government. However, the *Tennessee Code Annotated* and other relevant laws or regulations should always be consulted before any action is taken based upon the contents of this document.

Please feel free to contact us if you have questions or comments regarding this information or any other e-Li material.

Sincerely,

The University of Tennessee  
County Technical Assistance Service  
226 Capitol Blvd. Suite 400  
Nashville, TN. 37219  
615-532-3555 phone  
615-532-3699 fax  
[ctas@tennessee.edu](mailto:ctas@tennessee.edu)  
[www.ctas.tennessee.edu](http://www.ctas.tennessee.edu)

## Table of Contents

Leave for Treatment of Substance Abuse.....	3
---	---

## Leave for Treatment of Substance Abuse

**Reference Number:** CTAS-1020

Substance abuse can be considered a serious health condition if it falls within one of the categories defining a serious health condition, but FMLA leave can only be taken for treatment for substance abuse that is given by a health care provider or on referral by a health care provider. Absence for the employee's use of the substance does not qualify for FMLA leave.<sup>[1]</sup>

---

[1] 29 C.F.R. § 825.119.

---

**Source URL:** <http://eli.ctas.tennessee.edu/reference/leave-treatment-substance-abuse>

