

Introduced by

Representative Ruby

Senator Mutch

(At the request of the Workers Compensation Bureau)

1 A BILL for an Act to amend and reenact sections 65-01-02, 65-01-17, and 65-02-01.1 of the
2 North Dakota Century Code, relating to changing the name of the workers compensation
3 bureau to workforce safety and insurance; and to declare an emergency.

4 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5 **SECTION 1. AMENDMENT.** Section 65-01-02 of the North Dakota Century Code is
6 amended and reenacted as follows:

7 **65-01-02. Definitions.** In this title:

- 8 1. "Acute care" means a short course of intensive diagnostic and therapeutic services
9 provided immediately following a work injury with a rapid onset of pronounced
10 symptoms.
- 11 2. "Adopted" or "adoption" refers only to a legal adoption effected prior to the time of
12 the injury.
- 13 3. "Artificial members" includes only such devices as are substitutes for, and not
14 mere aids to, a natural part, organ, limb, or other part of the body. The term does
15 not include eyeglasses or contact lenses unless the eye is, or eyes are, injured as
16 a result of a compensable injury, and such injury causes a change in sight which
17 requires fitting of eyeglasses or contact lenses not previously worn by the injured
18 worker or requires a change in existing prescription.
- 19 4. "Artificial replacements" means mechanical aids including braces, belts, casts, or
20 crutches as may be reasonable and necessary due to compensable injury.
- 21 5. "Average weekly wage" means the weekly wages the employee was receiving
22 from all employments at the date of first disability. The average weekly wage
23 determined under this subsection must be rounded to the nearest dollar. In cases

where the employee's wages are not fixed by the week, they must be determined by using the first applicable formula from the schedule below:

- a. For seasonal employment, during the first consecutive days of disability up to twenty-eight days the average weekly wage is calculated pursuant to the first applicable formula in subdivisions b through g of this subsection, and after that are calculated as one-fiftieth of the total wages from all occupations during the twelve months preceding the date of first disability or during the tax year preceding the date of first disability, or an average of the three tax years preceding the date of first disability, whichever is highest and for which accurate, reliable, and complete records are readily available.
- b. The "average weekly wage" of a self-employed employee is determined by the following formula: one-fiftieth of the net profits based on the preceding tax year or preceding fifty-two weeks whichever is higher if accurate, reliable, and complete records for those fifty-two weeks are readily available, plus depreciation, meal and travel expenses, and any expenses chargeable to use of personal residence as allowed under the federal tax laws.
- c. Hourly or daily rate multiplied by number of hours or days worked per seven-day week.
- d. Monthly rate multiplied by twelve months and divided by fifty-two weeks.
- e. Biweekly rate divided by two.
- f. The usual wage paid other employees engaged in similar occupations.
- g. A wage reasonably and fairly approximating the weekly wage lost by the claimant during the period of disability.

6. "Average weekly wage in the state" means the determination made of the average weekly wage in the state by job service North Dakota on or before July first of each year, computed to the next highest dollar.

7. "Board" means the ~~North Dakota workers compensation~~ workforce safety and insurance board of directors.

8. "Brother" and "sister" include a stepbrother and a stepsister, a half brother and a half sister, and a brother and sister by adoption. The terms do not include a married brother or sister unless that person actually is dependent.

1 9. ~~"Bureau" means the North Dakota workers compensation bureau, or the director,~~
2 ~~or any department heads, assistants, or employees of the bureau designated by~~
3 ~~the director, to act within the course and scope of their employment in~~
4 ~~administering the policies, powers, and duties of this title.~~

5 40. "Child", for determining eligibility for benefits under chapter 65-05, means a child
6 under eighteen years of age residing in the employee's household or to whom the
7 employee has a legal obligation of support; or a child eighteen years of age or over
8 and physically or mentally incapable of self-support who is actually dependent
9 upon the employee for support; or any child between eighteen and twenty-two
10 years of age who is enrolled as a full-time student in any accredited educational
11 institution who is actually dependent upon the employee for support. This term
12 includes a legitimate child, a stepchild, adopted child, posthumous child, foster
13 child, and acknowledged illegitimate child, but does not include a married child
14 unless actually dependent.

15 44. 10. "Compensable injury" means an injury by accident arising out of and in the course
16 of hazardous employment which must be established by medical evidence
17 supported by objective medical findings.

18 a. The term includes:

19 (1) Disease caused by a hazard to which an employee is subjected in the
20 course of employment. The disease must be incidental to the character
21 of the business and not independent of the relation of employer and
22 employee. Disease includes effects from radiation.

23 (2) An injury to artificial members.

24 (3) Injuries due to heart attack or other heart-related disease, stroke, and
25 physical injury caused by mental stimulus, but only when caused by the
26 employee's employment with reasonable medical certainty, and only
27 when it is determined with reasonable medical certainty that unusual
28 stress is at least fifty percent of the cause of the injury or disease as
29 compared with all other contributing causes combined. Unusual stress
30 means stress greater than the highest level of stress normally
31 experienced or anticipated in that position or line of work.

(4) Injuries arising out of employer-required or supplied travel to and from a remote jobsite or activities performed at the direction or under the control of the employer.

(5) An injury caused by the willful act of a third person directed against an employee because of the employee's employment.

(6) A mental or psychological condition caused by a physical injury, but only when the physical injury is determined with reasonable medical certainty to be at least fifty percent of the cause of the condition as compared with all other contributing causes combined, and only when the condition did not preexist the work injury.

b. The term does not include:

(1) Ordinary diseases of life to which the general public outside of employment is exposed or preventive treatment for communicable diseases, except that the bureau may pay for preventive treatment for significant exposures documented by emergency medical services providers under chapter 23-07.3, for significant exposures for the employees of licensed facilities as defined by chapter 23-07.3, and for exposure to rabies occurring in the course of employment.

(2) A willfully self-inflicted injury, including suicide or attempted suicide, or an injury caused by the employee's willful intention to injure or kill another.

(3) Any injury caused by the use of intoxicants or the illegal use of controlled substances.

(4) An injury that arises out of an altercation in which the injured employee is an aggressor. This paragraph does not apply to public safety employees, including law enforcement officers or private security personnel who are required to engage in altercations as part of their job duties if the altercation arises out of the performance of those job duties.

(5) An injury that arises out of an illegal act committed by the injured employee.

- 1 (6) An injury that arises out of an employee's voluntary nonpaid
2 participation in any recreational activity, including athletic events,
3 parties, and picnics, even though the employer pays some or all of the
4 cost of the activity.
- 5 (7) Injuries attributable to a preexisting injury, disease, or other condition,
6 including when the employment acts as a trigger to produce symptoms
7 in the preexisting injury, disease, or other condition unless the
8 employment substantially accelerates its progression or substantially
9 worsens its severity.
- 10 (8) A nonemployment injury that, although acting upon a prior
11 compensable injury, is an independent intervening cause of injury.
- 12 (9) A latent or asymptomatic degenerative condition, caused in substantial
13 part by employment duties, which is triggered or made active by a
14 subsequent injury.
- 15 (10) A mental injury arising from mental stimulus.
- 16 ~~42.~~ 11. "Date of first disability" means the first date the employee was unable to work
17 because of a compensable injury.
- 18 ~~43.~~ 12. "Date of maximum medical improvement" or "date of maximum medical recovery"
19 means the date after which further recovery from, or lasting improvement to, an
20 injury or disease can no longer reasonably be anticipated based upon reasonable
21 medical probability.
- 22 ~~44.~~ 13. "Director" means the director of the bureau.
- 23 ~~45.~~ 14. "Disability" means loss of earnings capacity and may be permanent total,
24 temporary total, or partial.
- 25 ~~46.~~ 15. "Doctor" means doctor of medicine or osteopathy, chiropractor, dentist,
26 optometrist, podiatrist, or psychologist acting within the scope of the doctor's
27 license.
- 28 ~~47.~~ 16. "Employee" means a person who performs hazardous employment for another for
29 remuneration unless the person is an independent contractor under the "common
30 law" test.
- 31 a. The term includes:

- (1) All elective and appointed officials of this state and its political subdivisions, including municipal corporations and including the members of the legislative assembly, all elective officials of the several counties of this state, and all elective peace officers of any city.
- (2) Aliens.
- (3) County general assistance workers except those who are engaged in repaying to counties moneys that the counties have been compelled by statute to expend for county general assistance.
- (4) Minors, whether lawfully or unlawfully employed; a minor is deemed sui juris for the purposes of this title, and no other person has any claim for relief or right to claim workers' compensation benefits for any injury to a minor worker, but in the event of the award of a lump sum of benefits to a minor employee, the lump sum may be paid only to the legally appointed guardian of the minor.

b. The term does not include:

- (1) Any person whose employment is both casual and not in the course of the trade, business, profession, or occupation of that person's employer.
- (2) Any person who is engaged in an illegal enterprise or occupation.
- (3) The spouse of an employer or a child under the age of twenty-two of an employer. For purposes of this paragraph and section 65-07-01, "child" means any legitimate child, stepchild, adopted child, foster child, or acknowledged illegitimate child.
- (4) Any real estate broker or real estate salesperson, provided the person meets the following three requirements:
 - (a) The salesperson or broker must be a licensed real estate agent under section 43-23-05.
 - (b) Substantially all of the salesperson's or broker's remuneration for the services performed as a real estate agent must be directly related to sales or other efforts rather than to the number of hours worked.

(c) A written agreement must exist between the salesperson or broker and the person or firm for whom the salesperson or broker works, which agreement must provide that the salesperson or broker will not be treated as an employee but rather as an independent contractor.

(5) The members of the board of directors of a business corporation who are not employed in any capacity by the corporation other than as members of the board of directors.

(6) Any individual delivering newspapers or shopping news, if substantially all of the individual's remuneration is directly related to sales or other efforts rather than to the number of hours worked and a written agreement exists between the individual and the publisher of the newspaper or shopping news which states that the individual is an independent contractor.

(7) An employer.

c. Persons employed by a subcontractor, or by an independent contractor operating under an agreement with the general contractor, for the purpose of this chapter are deemed to be employees of the general contractor who is liable and responsible for the payments of premium for the coverage of these employees until the subcontractor or independent contractor has secured the necessary coverage and paid the premium for the coverage. This subdivision does not impose any liability upon a general contractor other than liability to the bureau for the payment of premiums which are not paid by a subcontractor or independent contractor.

~~18.~~ 17. "Employer" means a person who engages or received the services of another for remuneration unless the person performing the services is an independent contractor under the "common law" test. The term includes:

- a. The state and all political subdivisions thereof.
- b. All public and quasi-public corporations in this state.
- c. Every person, partnership, limited liability company, association, and private corporation, including a public service corporation.

- d. The legal representative of any deceased employer.
- e. The receiver or trustee of any person, partnership, limited liability company, association, or corporation having one or more employees as herein defined.
- f. The president, vice presidents, secretary, or treasurer of a business corporation, but not members of the board of directors of a business corporation who are not also officers of the corporation.
- g. The managers of a limited liability company.
- h. The president, vice presidents, secretary, treasurer, or board of directors of an association or cooperative organized under chapter 6-06, 10-12, 10-13, 10-15, 36-08, or 49-21.
- i. The clerk, assessor, treasurer, or any member of the board of supervisors of an organized township, if the person is not employed by the township in any other capacity.

~~49.~~ 18. "Fee schedule" means the payment formulas established in the bureau publication entitled "Medical and Hospital Fees".

~~20.~~ 19. "Fund" means the ~~North Dakota workers' compensation~~ workforce safety and insurance fund.

~~24.~~ 20. "Grandchild" and the terms defined in subsections ~~7~~ 8 and 9 include only a person who, at the time of the death of the deceased employee, is under eighteen years of age, or if over that age, is incapable of self-support.

~~22.~~ 21. "Hazardous employment" means any employment in which one or more employees are employed regularly in the same business or in or about the establishment except:

- a. Agricultural or domestic service.
- b. Any employment of a common carrier by railroad.
- c. Any employment for the transportation of property or persons by nonresidents, where, in such transportation, the highways are not traveled more than seven miles [11.27 kilometers] and return over the same route within the state of North Dakota.
- d. All members of the clergy and employees of religious organizations engaged in the operation, maintenance, and conduct of the place of worship.

- 1 ~~23.~~ 22. "Health care provider" means a doctor or any recognized practitioner providing
2 skilled services pursuant to the prescription of, or under the supervision or
3 direction of, a doctor.
- 4 23. "Organization" means workforce safety and insurance, or the director, or any
5 department head, assistant, or employee of workforce safety and insurance
6 designated by the director, to act within the course and scope of that person's
7 employment in administering the policies, powers, and duties of this title.
- 8 24. "Parent" includes a stepparent and a parent by adoption.
- 9 25. "Permanent impairment" means the loss of or loss of use of a member of the body
10 existing after the date of maximum medical improvement and includes
11 disfigurement resulting from an injury.
- 12 26. "Permanent total disability" means an employee is determined incapable of
13 rehabilitation of earnings capacity as determined by the:
- 14 a. Nature of injury.
- 15 b. Degree of physical impairment.
- 16 c. Education.
- 17 d. Work history.
- 18 e. Vocational rehabilitation potential.
- 19 27. "Rehabilitation services" means nonmedical services reasonably necessary to
20 restore a disabled employee to substantial gainful employment as defined by
21 section 65-05.1-01 as near as possible. The term may include vocational
22 evaluation, counseling, education, workplace modification, and vocational
23 retraining including on-the-job training or training for alternative employment with
24 the same employer, and job placement assistance.
- 25 28. "Seasonal employment" includes an occupation that has periods of forty-five
26 consecutive days of not receiving wages.
- 27 29. "Spouse" includes only the decedent's husband or wife who was living with the
28 decedent or was dependent upon the decedent for support at the time of injury.
- 29 30. "Utilization review" means the initial and continuing evaluation of appropriateness
30 in terms of both the level and the quality of health care and health services
31 provided a patient, based on medically accepted standards. The evaluation must

be accomplished by means of a system that identifies the utilization of medical services, based on medically accepted standards, and which refers instances of possible inappropriate utilization to the bureau to obtain opinions and recommendations of expert medical consultants to review individual cases for which administrative action may be deemed necessary.

31. "Wages" means an employee's remuneration from all employment reportable to the internal revenue service as earned income for federal income tax purposes. For purposes of chapter 65-04, "wages" may not include dismissal or severance pay.

SECTION 2. AMENDMENT. Section 65-01-17 of the North Dakota Century Code is amended and reenacted as follows:

65-01-17. Agricultural employment exemption - Custom agricultural operations.

For purposes of the agricultural service exception to hazardous employment under subsection ~~22~~ 21 of section 65-01-02, an agricultural employer that engages in a custom agricultural operation, which is the planting, care, or harvesting of grain or field crops on a contract-for-hire basis, exclusive of hauling by special contractor, retains the exemption unless the employer's custom agricultural operations are based outside this state or require more than thirty actual working days of operation during the calendar year.

SECTION 3. AMENDMENT. Section 65-02-01.1 of the North Dakota Century Code is amended and reenacted as follows:

65-02-01.1. Workers compensation bureau. ~~The North Dakota legislative council is hereby authorized to~~ may delete, where appropriate, "workmen's workers compensation bureau", "North Dakota workers compensation bureau", or any derivatives of those terms, which when used in context indicate an intention to refer to those terms, wherever it appears they appear in the North Dakota Century Code or in the supplements thereto and to insert in lieu of each deletion ~~"workers compensation bureau"~~ "workforce safety and insurance". Such changes are to be made when any volume or supplement of the North Dakota Century Code is being reprinted. It is the intent of the legislative assembly that ~~the workers compensation bureau shall~~ workforce safety and insurance be substituted for, shall take any action previously to be taken by, and shall perform any duties previously to be performed by the ~~workmen's workers compensation bureau.~~ The legislative council may replace "bureau", where

- 1 appropriate, wherever the term appears in the North Dakota Century Code or in the
- 2 supplements of the North Dakota Century Code, with the term "organization". These changes
- 3 are to be made when any volume or supplement is being reprinted.

4 **SECTION 4. EMERGENCY.** This Act is declared to be an emergency measure.