#### SENATE BILL NO. 209-COMMITTEE ON COMMERCE AND LABOR

# (ON BEHALF OF DEPARTMENT OF BUSINESS AND INDUSTRY—ATTORNEY FOR INJURED WORKERS)

## FEBRUARY 20, 2001

### Referred to Committee on Commerce and Labor

SUMMARY—Makes various changes to provisions governing workers' compensation benefits. (BDR 53-616)

FISCAL NOTE: Effect on Local Government: No.

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets [omitted material] is material to be omitted.

AN ACT relating to workers' compensation; revising certain provisions governing eligibility for compensation for stress; allowing an employee who is injured or who contracts an occupational disease outside this state to receive compensation from the uninsured employers' claim fund; removing the requirement that certain claims which are pending appeal and which have not been stayed must be paid in installments; revising certain provisions governing eligibility for reopening a claim; revising the provision governing the reduction of compensation for a permanent total disability when compensation in a lump sum for a permanent partial disability has already been paid; eliminating the requirement that a delay in payment of compensation must be unreasonable for administrative penalties to apply; and providing other matters properly relating thereto.

# THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

**Section 1.** NRS 616C.180 is hereby amended to read as follows:

616C.180 1. Except as otherwise provided in this section, an injury or disease sustained by an employee that is caused by stress is compensable pursuant to the provisions of chapters 616A to 616D, inclusive, or chapter 617 of NRS if it arose out of and in the course of his employment.

2. Any ailment or disorder caused by any gradual mental stimulus, and any death or disability ensuing therefrom, shall be deemed not to be an injury or disease arising out of and in the course of employment.

3. An injury or disease caused by stress shall be deemed to arise out of and in the course of employment only if the employee proves by clear and convincing medical or psychiatric evidence that:

(a) He has a mental injury caused by extreme stress in time of danger;



- (b) The primary A substantial contributing cause of the injury was an event that arose out of and during the course of his employment; and
- (c) The stress was not caused by his layoff, the termination of his employment or any disciplinary action taken against him.
- The provisions of this section do not apply to a person who is claiming compensation pursuant to NRS 617.457.
  - Sec. 2. NRS 616C.220 is hereby amended to read as follows: 616C.220 1. The division shall designate one:
- (a) Third-party administrator who has a valid certificate issued by the commissioner pursuant to NRS 683A.085; or
- (b) Insurer, other than a self-insured employer or association of selfinsured public or private employers,
- to administer claims against the uninsured employers' claim fund. The designation must be made pursuant to reasonable competitive bidding procedures established by the administrator.
- 2. An employee may receive compensation from the uninsured employers' claim fund if:
  - (a) He was hired in this state or he is regularly employed in this state;
- (b) He suffers an accident or injury [in this state] which arises out of and in the course of his employment;
  - (c) He files a claim for compensation with the division; and
- (d) He makes an irrevocable assignment to the division of a right to be subrogated to the rights of the injured employee pursuant to NRS 616C.215.
- If the division receives a claim pursuant to subsection 2, the division shall immediately notify the employer of the claim.
- 4. For the purposes of this section, the employer has the burden of proving that he provided mandatory industrial insurance coverage for the employee or that he was not required to maintain industrial insurance for the employee.
- 5. Any employer who has failed to provide mandatory coverage required by the provisions of chapters 616A to 616D, inclusive, of NRS is liable for all payments made on his behalf, including any benefits, administrative costs or attorney's fees paid from the uninsured employers' claim fund or incurred by the division.
  - 6. The division:

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- (a) May recover from the employer the payments made by the division that are described in subsection 5 and any accrued interest by bringing a civil action in district court.
- (b) In any civil action brought against the employer, is not required to prove that negligent conduct by the employer was the cause of the employee's injury.
- (c) May enter into a contract with any person to assist in the collection of any liability of an uninsured employer.
- (d) In lieu of a civil action, may enter into an agreement or settlement regarding the collection of any liability of an uninsured employer.
  - The division shall:
- (a) Determine whether the employer was insured within 30 days after receiving notice of the claim from the employee.



- (b) Assign the claim to the third-party administrator or insurer designated pursuant to subsection 1 for administration and payment of compensation.
- Upon determining whether the claim is accepted or denied, the designated third-party administrator or insurer shall notify the injured employee, the named employer and the division of its determination.
  - 8. Upon demonstration of the:

- (a) Costs incurred by the designated third-party administrator or insurer to administer the claim or pay compensation to the injured employee; or
- (b) Amount that the designated third-party administrator or insurer will pay for administrative expenses or compensation to the injured employee and that such amounts are justified by the circumstances of the claim, the division shall authorize payment from the uninsured employers' claim
- 9. Any party aggrieved by a determination regarding the administration of an assigned claim or a determination made by the division or by the designated third-party administrator or insurer regarding any claim made pursuant to this section may appeal that determination within 60 days after the determination is rendered to the hearings division of the department of administration in the manner provided by NRS 616C.305 and 616C.315 to 616C.385, inclusive.
- 10. All insurers shall bear a proportionate amount of a claim made pursuant to chapters 616A to 616D, inclusive, of NRS, and are entitled to a proportionate amount of any collection made pursuant to this section as an offset against future liabilities.
- 11. An uninsured employer is liable for the interest on any amount paid on his claims from the uninsured employers' claim fund. The interest must be calculated at a rate equal to the prime rate at the largest bank in Nevada, as ascertained by the commissioner of financial institutions, on January 1 or July 1, as the case may be, immediately preceding the date of the claim, plus 3 percent, compounded monthly, from the date the claim is paid from the fund until payment is received by the division from the employer.
- 12. Attorney's fees recoverable by the division pursuant to this section must be:
- (a) If a private attorney is retained by the division, paid at the usual and customary rate for that attorney.
- (b) If the attorney is an employee of the division, paid at the rate established by regulations adopted by the division.
- Any money collected must be deposited to the uninsured employers' claim fund.
- 13. In addition to any other liabilities provided for in this section, the administrator may impose an administrative fine of not more than \$10,000 against an employer if the employer fails to provide mandatory coverage required by the provisions of chapters 616A to 616D, inclusive, of NRS.
  - **Sec. 3.** NRS 616C.380 is hereby amended to read as follows:
- 616C.380 1. If a hearing officer, appeals officer or district court renders a decision on a claim for compensation and the insurer or employer appeals that decision, but is unable to obtain a stay of the decision !-



— (a) Payment, payment of that portion of an award for a permanent partial disability which is contested must be made in installment payments until the claim reaches final resolution.

- [ (b) Payment of the award must be made in monthly installments of 66 2/3 percent of the average wage of the claimant until the claim reaches final resolution if the claim is for more than 3 months of past benefits for a temporary total disability or rehabilitation, or for a payment in lump sum related to past benefits for rehabilitation, such as costs for purchasing a business or equipment.]
- 2. If the final resolution of the claim is in favor of the claimant, the remaining amount of compensation *for a permanent partial disability* to which the claimant is entitled may be paid in a lump sum if the claimant is otherwise eligible for such a payment pursuant to NRS 616C.495 and any regulations adopted pursuant thereto. If the final resolution of the claim is in favor of the insurer or employer, any amount paid to the claimant in excess of the uncontested amount must be deducted from any future benefits related to that claim, other than medical benefits, to which the claimant is entitled. The deductions must be made in a reasonable manner so as not to create an undue hardship to the claimant.
  - **Sec. 4.** NRS 616C.390 is hereby amended to read as follows:
- 616C.390 1. If an application to reopen a claim to increase or rearrange compensation is made in writing more than 1 year after the date on which the claim was closed, the insurer shall reopen the claim if:
- (a) A change of circumstances warrants an increase or rearrangement of compensation during the life of the claimant;
- (b) [The primary] A substantial contributing cause of the change of circumstances is the injury or disease for which the claim was originally made; and
- (c) The application is accompanied by the certificate of a physician or a chiropractor showing a change of circumstances which would warrant an increase or rearrangement of compensation.
- 2. After a claim has been closed, the insurer, upon receiving an application and for good cause shown, may authorize the reopening of the claim for medical investigation only. The application must be accompanied by a written request for treatment from the physician or chiropractor treating the claimant, certifying that the treatment is indicated by a change in circumstances and is related to the industrial injury sustained *or occupational disease contracted* by the claimant.
- 3. If a claimant applies for a claim to be reopened pursuant to subsection 1 or 2 and a final determination denying the reopening is issued, the claimant [shall] may not reapply to reopen the claim until at least 1 year after the date on which the final determination is issued.
- 4. Except as otherwise provided in subsection 5, if an application to reopen a claim is made in writing within 1 year after the date on which the claim was closed, the insurer shall reopen the claim only if:
- (a) The application is supported by medical evidence demonstrating an objective change in the medical condition of the claimant; and



- (b) There is clear and convincing evidence that [the primary] a substantial contributing cause of the change of circumstances is the injury or disease for which the claim was originally made.
- 5. An application to reopen a claim must be made in writing within 1 year after the date on which the claim was closed if:
- (a) The claimant was not off work as a result of the injury **;** or disease; and
- (b) The claimant did not receive benefits for a permanent partial disability.
- If an application to reopen a claim to increase or rearrange compensation is made pursuant to this subsection, the insurer shall reopen the claim if the requirements set forth in paragraphs (a), (b) and (c) of subsection 1 are met.
- 6. If an employee's claim is reopened pursuant to this section, he is not entitled to vocational rehabilitation services or benefits for a temporary total disability if, before his claim was reopened, he:
  - (a) Retired; or

- (b) Otherwise voluntarily removed himself from the work force, for reasons unrelated to the injury *or disease* for which the claim was originally made.
- 7. One year after the date on which the claim was closed, an insurer may dispose of the file of a claim authorized to be reopened pursuant to subsection 5, unless an application to reopen the claim has been filed pursuant to that subsection.
- 8. An increase or rearrangement of compensation is not effective before an application for reopening a claim is made unless good cause is shown. The insurer shall, upon good cause shown, allow the cost of emergency treatment the necessity for which has been certified by a physician or a chiropractor.
- 9. A claim that closes pursuant to subsection 2 of NRS 616C.235 and is not appealed or is unsuccessfully appealed pursuant to the provisions of NRS 616C.305 and 616C.315 to 616C.385, inclusive, may not be reopened pursuant to this section.
- 10. The provisions of this section apply to any claim for which an application to reopen the claim or to increase or rearrange compensation is made pursuant to this section, regardless of the date of the injury or accident *or the date of disablement* to the claimant. If a claim is reopened pursuant to this section, the amount of any compensation or benefits provided must be determined in accordance with the provisions of NRS 616C.425 ... or 617.445, as appropriate.
  - **Sec. 5.** NRS 616C.440 is hereby amended to read as follows:
- 616C.440 1. Except as otherwise provided in this section and NRS 616C.175, every employee in the employ of an employer, within the provisions of chapters 616A to 616D, inclusive, of NRS, who is injured by accident arising out of and in the course of employment, or his dependents as defined in chapters 616A to 616D, inclusive, of NRS, is entitled to receive the following compensation for permanent total disability:
- (a) In cases of total disability adjudged to be permanent, compensation per month of 66 2/3 percent of the average monthly wage.



- (b) If there is a previous disability, as the loss of one eye, one hand, one foot or any other previous permanent disability, the percentage of disability for a subsequent injury must be determined by computing the percentage of the entire disability and deducting therefrom the percentage of the previous disability as it existed at the time of the subsequent injury, but such a deduction for a previous award for permanent partial disability must [bel]:
  - (1) Be made in a reasonable manner; and [must not]

- (2) Not be more than the sum of the total amount which was paid in lump sum for the previous award for permanent partial disability [-] minus any amount that was previously recouped by the insurer through a deduction from an award of compensation for another type of disability.
- (c) If the character of the injury is such as to render the employee so physically helpless as to require the service of a constant attendant, an additional allowance may be made so long as such requirements continue, but the allowance may not be made while the employee is receiving benefits for care in a hospital or facility for intermediate care pursuant to the provisions of NRS 616C.265.
- 2. Except as otherwise provided in NRS 616B.028 and 616B.029, an injured employee or his dependents are not entitled to accrue or be paid any benefits for a permanent total disability during the time the injured employee is incarcerated. The injured employee or his dependents are entitled to receive such benefits when the injured employee is released from incarceration if he is certified as permanently totally disabled by a physician or chiropractor.
- 3. An employee is entitled to receive compensation for a permanent total disability only so long as the permanent total disability continues to exist. The insurer has the burden of proving that the permanent total disability no longer exists.
- 4. If an employee who has received compensation in a lump sum for a permanent partial disability pursuant to NRS 616C.495 is subsequently determined to be permanently and totally disabled, the compensation for the permanent total disability must be reduced as follows:
- (a) If the employee has not received a minimum lump sum, the insurer of the employee's employer shall deduct from the compensation for the permanent total disability an amount equal to the monthly installment rate for awards for permanent partial disability until the insurer has deducted an amount that equals the sum of the amount it has already paid out as a lump sum [:] minus any amount that it has previously recouped through a deduction from an award of compensation for another type of disability; or
- (b) If the employee received a minimum lump sum, the insurer of the employee's employer shall deduct from the compensation for the permanent total disability an amount of not more than 10 percent of the rate of compensation for a permanent total disability until the insurer has deducted an amount equal to the sum of the amount it has already paid out as a lump sum [is recovered.] minus any amount that it has previously recouped through a deduction from an award of compensation for another type of disability.



The provisions of this subsection are retroactive for all claims for compensation for a permanent total disability remaining open on January 1, 2000.

**Sec. 6.** NRS 616D.120 is hereby amended to read as follows:

- 616D.120 1. Except as otherwise provided in this section, if the administrator determines that an insurer, organization for managed care, health care provider, third-party administrator or employer has:
  - (a) Through fraud, coercion, duress or undue influence:

- (1) Induced a claimant to fail to report an accidental injury or occupational disease;
- (2) Persuaded a claimant to settle for an amount which is less than reasonable;
- (3) Persuaded a claimant to settle for an amount which is less than reasonable while a hearing or an appeal is pending; or
- (4) Persuaded a claimant to accept less than the compensation found to be due him by a hearing officer, appeals officer, court of competent jurisdiction, written settlement agreement, written stipulation or the division when carrying out its duties pursuant to chapters 616A to 617, inclusive, of NRS;
- (b) Refused to pay or funreasonably delayed payment to a claimant of compensation found to be due him by a hearing officer, appeals officer, court of competent jurisdiction, written settlement agreement, written stipulation or the division when carrying out its duties pursuant to chapters 616A to 616D, inclusive, or chapter 617 of NRS, if the refusal or delay occurs:
- (1) Later than 10 days after the date of the settlement agreement or stipulation;
- (2) Later than 30 days after the date of the decision of a court, hearing officer, appeals officer or division, unless a stay has been granted; or
- (3) Later than 10 days after a stay of the decision of a court, hearing officer, appeals officer or division has been lifted;
- (c) Refused to process a claim for compensation pursuant to chapters 616A to 616D, inclusive, or chapter 617 of NRS;
- (d) Made it necessary for a claimant to initiate proceedings pursuant to chapters 616A to 616D, inclusive, or chapter 617 of NRS for compensation found to be due him by a hearing officer, appeals officer, court of competent jurisdiction, written settlement agreement, written stipulation or the division when carrying out its duties pursuant to chapters 616A to 616D, inclusive, or chapter 617 of NRS;
- (e) Failed to comply with the division's regulations covering the payment of an assessment relating to the funding of costs of administration of chapters 616A to 617, inclusive, of NRS;
- (f) Failed to provide or unreasonably delayed payment to an injured employee or reimbursement to an insurer pursuant to NRS 616C.165; or
- (g) Intentionally failed to comply with any provision of, or regulation adopted pursuant to, this chapter or chapter 616A, 616B, 616C or 617 of NRS,



the administrator shall impose an administrative fine of \$1,000 for each initial violation, or a fine of \$10,000 for a second or subsequent violation.

- 2. Except as otherwise provided in chapters 616A to 616D, inclusive, or chapter 617 of NRS, if the administrator determines that an insurer, organization for managed care, health care provider, third-party administrator or employer has failed to comply with any provision of this chapter or chapter 616A, 616B, 616C or 617 of NRS, or any regulation adopted pursuant thereto, the administrator may take any of the following actions:
  - (a) Issue a notice of correction for:

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- (1) A minor violation, as defined by regulations adopted by the division; or
- (2) A violation involving the payment of compensation in an amount which is greater than that required by any provision of this chapter or chapter 616A, 616B, 616C or 617 of NRS, or any regulation adopted pursuant thereto.

The notice of correction must set forth with particularity the violation committed and the manner in which the violation may be corrected. The provisions of this section do not authorize the administrator to modify or negate in any manner a determination or any portion of a determination made by a hearing officer, appeals officer or court of competent jurisdiction or a provision contained in a written settlement agreement or written stipulation.

(b) Impose an administrative fine for:

(1) A second or subsequent violation for which a notice of correction has been issued pursuant to paragraph (a); or

(2) Any other violation of this chapter or chapter 616A, 616B, 616C or 617 of NRS, or any regulation adopted pursuant thereto, for which a notice of correction may not be issued pursuant to paragraph (a).

The fine imposed may not be greater than \$250 for an initial violation, or more than \$1,000 for any second or subsequent violation.

(c) Order a plan of corrective action to be submitted to the administrator within 30 days after the date of the order.

3. If the administrator determines that a violation of any of the provisions of paragraphs (a) to (d), inclusive, of subsection 1 has occurred, the administrator shall order the insurer, organization for managed care, health care provider, third-party administrator or employer to pay to the claimant a benefit penalty in an amount that is not less than \$5,000 and not greater than \$25,000. To determine the amount of the benefit penalty, the administrator shall consider the degree of physical harm suffered by the injured employee or his dependents as a result of the violation of paragraph (a), (b), (c) or (d) of subsection 1, the amount of compensation found to be due the claimant and the number of fines and benefit penalties previously imposed against the insurer, organization for managed care, health care provider, third-party administrator or employer pursuant to this section. If this is the third violation within 5 years for which a benefit penalty has been imposed against the insurer, organization for managed care, health care provider, third-party administrator or employer, the administrator shall also consider the degree of economic harm suffered by the injured



employee or his dependents as a result of the violation of paragraph (a), (b), (c) or (d) of subsection 1. Except as otherwise provided in this section, the benefit penalty is for the benefit of the claimant and must be paid directly to him within 10 days after the date of the administrator's determination. If the claimant is the injured employee and he dies before the benefit penalty is paid to him, the benefit penalty must be paid to his estate. Proof of the payment of the benefit penalty must be submitted to the administrator within 10 days after the date of his determination unless an appeal is filed pursuant to NRS 616D.140. Any compensation to which the claimant may otherwise be entitled pursuant to chapters 616A to 616D, inclusive, or chapter 617 of NRS must not be reduced by the amount of any benefit penalty received pursuant to this subsection.

4. In addition to any fine or benefit penalty imposed pursuant to this section, the administrator may assess against an insurer who violates any regulation concerning the reporting of claims expenditures used to calculate an assessment an administrative penalty of up to twice the amount of any underpaid assessment.

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- (a) The administrator determines that a person has violated any of the provisions of NRS 616D.200, 616D.220, 616D.240, 616D.300, 616D.310 or 616D.350 to 616D.440, inclusive; and
- (b) The fraud control unit for industrial insurance established pursuant to NRS 228.420 notifies the administrator that the unit will not prosecute the person for that violation,

the administrator shall impose an administrative fine of not more than \$10,000.

- 6. Two or more fines of \$1,000 or more imposed in 1 year for acts enumerated in subsection 1 must be considered by the commissioner as evidence for the withdrawal of:
  - (a) A certificate to act as a self-insured employer.
- (b) A certificate to act as an association of self-insured public or private employers.
  - (c) A certificate of registration as a third-party administrator.
- 7. The commissioner may, without complying with the provisions of NRS 616B.327 or 616B.431, withdraw the certification of a self-insured employer, association of self-insured public or private employers, or third-party administrator if, after a hearing, it is shown that the self-insured employer, association of self-insured public or private employers, or third-party administrator violated any provision of subsection 1.
  - **Sec. 7.** NRS 617.401 is hereby amended to read as follows:
  - 617.401 1. The division shall designate one:
- (a) Third-party administrator who has a valid certificate issued by the commissioner pursuant to NRS 683A.085; or
- (b) Insurer, other than a self-insured employer or association of self-insured public or private employers,
- to administer claims against the uninsured employers' claim fund. The designation must be made pursuant to reasonable competitive bidding procedures established by the administrator.



- 2. An employee may receive compensation from the uninsured employers' claim fund if:
  - (a) He was hired in this state or he is regularly employed in this state;
- (b) He contracts an occupational disease [as a result of work performed in this state;] that arose out of and in the course of employment;
  - (c) He files a claim for compensation with the division; and
- (d) He makes an irrevocable assignment to the division of a right to be subrogated to the rights of the employee pursuant to NRS 616C.215.
- 3. If the division receives a claim pursuant to subsection 2, the division shall immediately notify the employer of the claim.
- 4. For the purposes of this section, the employer has the burden of proving that he provided mandatory coverage for occupational diseases for the employee or that he was not required to maintain industrial insurance for the employee.
- 5. Any employer who has failed to provide mandatory coverage required by the provisions of this chapter is liable for all payments made on his behalf, including, but not limited to, any benefits, administrative costs or attorney's fees paid from the uninsured employers' claim fund or incurred by the division.
  - 6. The division:

- (a) May recover from the employer the payments made by the division that are described in subsection 5 and any accrued interest by bringing a civil action in district court.
- (b) In any civil action brought against the employer, is not required to prove that negligent conduct by the employer was the cause of the occupational disease.
- (c) May enter into a contract with any person to assist in the collection of any liability of an uninsured employer.
- (d) In lieu of a civil action, may enter into an agreement or settlement regarding the collection of any liability of an uninsured employer.
  - 7. The division shall:
- (a) Determine whether the employer was insured within 30 days after receiving the claim from the employee.
- (b) Assign the claim to the third-party administrator or insurer designated pursuant to subsection 1 for administration and payment of compensation.
- Upon determining whether the claim is accepted or denied, the designated third-party administrator or insurer shall notify the injured employee, the named employer and the division of its determination.
  - 8. Upon demonstration of the:
- (a) Costs incurred by the designated third-party administrator or insurer to administer the claim or pay compensation to the injured employee; or
- (b) Amount that the designated third-party administrator or insurer will pay for administrative expenses or compensation to the injured employee and that such amounts are justified by the circumstances of the claim,
- the division shall authorize payment from the uninsured employers' claim fund.
  - 9. Any party aggrieved by a determination regarding the administration of an assigned claim or a determination made by the



division or by the designated third-party administrator or insurer regarding any claim made pursuant to this section may appeal that determination within 60 days after the determination is rendered to the hearings division of the department of administration in the manner provided by NRS 616C.305 and 616C.315 to 616C.385, inclusive.

- 10. All insurers shall bear a proportionate amount of a claim made pursuant to this chapter, and are entitled to a proportionate amount of any collection made pursuant to this section as an offset against future liabilities.
- 11. An uninsured employer is liable for the interest on any amount paid on his claims from the uninsured employers' claim fund. The interest must be calculated at a rate equal to the prime rate at the largest bank in Nevada, as ascertained by the commissioner of financial institutions, on January 1 or July 1, as the case may be, immediately preceding the date of the claim, plus 3 percent, compounded monthly, from the date the claim is paid from the fund until payment is received by the division from the employer.
- 12. Attorney's fees recoverable by the division pursuant to this section must be:
- (a) If a private attorney is retained by the division, paid at the usual and customary rate for that attorney.
- (b) If the attorney is an employee of the division, paid at the rate established by regulations adopted by the division.
- Any money collected must be deposited to the uninsured employers' claim fund.
  - 13. In addition to any other liabilities provided for in this section, the administrator may impose an administrative fine of not more than \$10,000 against an employer if the employer fails to provide mandatory coverage required by the provisions of this chapter.
    - Sec. 8. This act becomes effective on July 1, 2001.



