

2016-2017 Virginia Workers' Compensation at a Glance

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Permanent Disability Schedule of Body Parts §65.2-503(B)

Loss	Compensation Period
Thumb	60 weeks
1 st Finger - index	35 weeks
2 nd Finger - middle finger	30 weeks
3 rd Finger - ring finger	20 weeks
4 th Finger - pinky	15 weeks
1 st phalanx of thumb or any finger	1/2 compensation for loss of entire digit
Great toe	30 weeks
Any other toe	10 weeks
1 st phalanx of any toe	1/2 compensation for loss of entire toe
Hand	150 weeks
Arm	200 weeks
Foot	125 weeks
Leg	175 weeks
Eye	100 weeks
Hearing in one ear	50 weeks
Severe disfigurement	60 weeks maximum
Pneumoconiosis (asbestosis/silicosis)	
a. 1 st stage	50 weeks
b. 2 nd stage	100 weeks
c. 3 rd stage	300 weeks
Byssinosis	50 weeks

Virginia Workers' Compensation Commission Contact Information

Main Address: 1000 DMV Drive • Richmond, Virginia 23220

Customer Contact Center: (877) 664-2566

Clerk: (877) 664-2566 • fax (804) 367-6124

Claims Services Department: (877) 664-2566

EDI Quality Assurance: (804) 205-3104

Alternative Dispute Resolution: (804) 205-3139

Time Periods and Deadlines

Claimant

- ◆ Of accident - notice within 30 days of accident
- ◆ Of occupational disease - within 60 days of diagnosis
- ◆ Supporting medical documentation - within 90 days of filing claim

Employer

- ◆ Employer's Accident Report - 10 days from notification of accident
- ◆ Waiting period - 7 days
- ◆ Recovery of waiting period - 21 days
- ◆ Payment of lump sum settlement - 10 days from approval
- ◆ Payment pursuant to award - 14 days

Statutes of Limitation

Injury by Accident - 2 years from accident date

Change in Condition - 24 months from date comp last paid under award

Permanent Partial Disability - 36 months from date comp last paid under award

- Death** - 2 years from date of death, generally
- Occupational Disease:**
- ◆ 2 years from date diagnosis of work related disease communicated to claimant or 5 years from last exposure, whichever first
 - ◆ Pneumoconiosis - 3 years from date of diagnosis or 5 years from last exposure, whichever first
 - ◆ Byssinosis - 2 years from diagnosis or 7 years from last exposure, whichever first
 - ◆ Asbestosis - 2 years from diagnosis
 - ◆ AIDS - 2 years after positive test

Minimum / Maximum Compensation Rates

Effective Date	Minimum Comp Rate	Maximum Comp Rate
7-1-16	\$243.75	\$975.00
7-1-15	\$243.75	\$975.00
7-1-14	\$241.75	\$967.00
7-1-13	\$238.75	\$955.00
7-1-12	\$233.75	\$935.00
7-1-11	\$226.25	\$905.00
7-1-10	\$221.25	\$885.00
7-1-09	\$223.75	\$895.00
7-1-08	\$210.25	\$841.00
7-1-07	\$204.00	\$816.00
7-1-06	\$193.25	\$773.00
7-1-05	\$184.00	\$736.00
7-1-04	\$176.50	\$706.00

Mileage reimbursement rate: \$.555 per mile

Cost of Living Adjustments (COLA)

Effective Date	COLA %
10-1-16	0.55
10-1-15	0.55
10-1-14	1.50
10-1-13	1.70
10-1-12	3.10
10-1-11	1.60
10-1-10	3.05
10-1-09	0.25
10-1-08	4.20
10-1-07	2.45
10-1-06	3.45
10-1-05	3.35

- ◆ If accident occurs before July 1st, COLA is due October 1st of the same year
- ◆ If accident occurs after July 1st, no COLA is due until October 1st of the next year
- ◆ Not self-executing – Claimant must file for it
- ◆ COLA benefits are NOT compensation within meaning of Act
- ◆ Eligibility: Where combined benefits for work comp and Social Security Disability benefit is less than 80% of the average monthly earnings

Available Benefits

Temporary Total Disability (TTD) §65.2-500

- ◆ maximum of 500 weeks; 66 2/3% of Average Weekly Wage (AWW)

Temporary Partial Disability (TPD) §65.2-502

- ◆ maximum of 500 weeks; 66 2/3% of difference b/w pre & post injury AWW

Permanent Partial Disability (PPD) §65.2-503(B)

- ◆ maximum as set forth in schedule; 66 2/3% of AWW

Permanent Total Disability (PTD) §65.2-503(C)

- ◆ no maximum – lifetime benefits; 66 2/3% of AWW; available when:
 - o loss of any two members in same accident, including hands, arms, feet, legs, eyes
 - o injury resulting in total paralysis
 - o brain injury so severe as to render employee permanently unemployable

Medical Benefits §65.2-603

- ◆ no maximum; available for as long as necessary
- ◆ home modifications up to \$42,000

Death Benefits to dependents §65.2-512, -515

- ◆ when death occurs within 9 years of accident
- ◆ 500 weeks for beneficiaries presumed wholly dependent; 66 2/3% of Employee's AWW
 - o spouse living with employee at time of death
 - o child under 18 years old
 - o child under 23 years old if full time student
 - o child over 18 years old who is incapacitated
- ◆ 400 weeks for most other beneficiaries
- ◆ burial expenses up to \$10,000; transportation up to \$1,000

Injury by Accident

1) an identifiable incident; 2) that occurs at some reasonably definite time; 3) an obvious sudden mechanical or structural change in the body; 4) a causal connection between the incident and the bodily change.

Must "Arise Out of Employment"

Definition: When there is a causal connection between the conditions under which the work is required to be performed and the resulting injury.

Test: Whether injury followed as a natural incident of the work and a result of the exposure occasioned by the nature of the employment.

Must occur "In the Course of Employment"

Accident takes place within the period of employment at a place where, from the nature of the work, the employee may be reasonably fulfilling the duties of his or her employment or is doing something that is reasonably incidental to the employment.

Commonly Used Forms

Form 3 **First Report of Injury**

File within 10 days after notification of accident

Form 4 **Award Agreement**

Complete when claim is accepted as compensable

Form 46 **Termination of Wage Loss Award**

Complete when benefits will be terminated

Form 5A **Employer's Application for Hearing**

Complete when insurer seeks to terminate or suspend benefits

Form 7A **Wage Chart**

Occupational Disease: §65.2-400

A disease arising out of and in the course of employment, but not an ordinary disease of life to which the general public is exposed outside of employment

- ◆ must be direct casual connection between disease and work
- ◆ disease was natural incident of work and result of exposure caused by work
- ◆ can be fairly traced to employment as proximate cause
- ◆ no substantial exposure to employee outside of employment
- ◆ not a condition of the neck, back or spinal column
- ◆ disease had origin in risk connected with employment
- ◆ hearing loss and carpal tunnel syndrome are ordinary diseases of life but can still be compensable

Average Weekly Wage Calculation: §65.2-101

- ◆ Divide total gross earnings for year prior to loss by 52 or number of weeks remaining after omitting absences of < 7 consecutive days.
- ◆ If employed < 52 weeks, divide total earnings by number of weeks worked
- ◆ If above is unjust, consider wages of similarly situated employee
- ◆ Or use method which most nearly approximates anticipated wages
- ◆ Earnings should include value of perquisites such as tips, per diem, meals, board, vacation pay and overtime
- ◆ Value of fringe benefits is NOT to be included
- ◆ Wages from second job can be added to current employment if duties are "substantially similar"

Termination of Open Award

- ◆ Insurer may NOT unilaterally terminate any award!
- ◆ Must be through agreement form or by filing Employer's Application for Hearing
- ◆ Benefits are to be paid through the following dates:
 - ◆ **Return to work** - payment through date employee actually returned to work
 - ◆ **Release to full duty work** - payment through date of filing
 - ◆ **Release to light duty work** - cannot terminate yet; start voc rehab or accommodate restrictions.
 - ◆ **Refusal of selective employment/medical treatment/IME** - payment through date of refusal or 14 days before filing, whichever is later
 - ◆ **Failure to cooperate with Voc Rehab** - payment through date of filing
 - ◆ **All other Changes in Condition** - payment through date of filing
- ◆ Must file within 2 years from date comp last paid pursuant to Award

This sheet intended to serve as a tool of convenience only and should be not construed as legal advice. Consult an attorney for legal advice pertaining to any specific legal issues or questions you may have.