

LD4051297

HOUSE BILL NO. 536

House Amendments in [] — February 11, 1994

A BILL to amend and reenact § 65.2-101 of the Code of Virginia, as it is currently effective and as it may become effective, relating to workers' compensation; definition of employee; charitable and nonprofit organizations.

Patrons—Hull, Albo, Almand, Armstrong, Behm, Callahan, Christian, Connally, Crittenden, Dillard, Fisher, Hamilton, Harris, Jones, D. C., Keating, May, Mayer, McClure, Mims, Parrish, Plum, Puller, Purkey, Scott, Shuler, Tata and Van Lanningham; Senators: Barry, Calhoun, Gartlan, Howell, Nolen, Reasor, Saslaw, Waddell and Woods

Referred to Committee on Labor and Commerce

Be it enacted by the General Assembly of Virginia:

1. That § 65.2-101 of the Code of Virginia, as it is currently effective and as it may become effective, is amended and reenacted as follows:

§ 65.2-101. (For effective date - See note in Code) Definitions.

As used in this title:

"Award" means the grant or denial of benefits or other relief under this title or any rule adopted pursuant thereto.

"Average weekly wage" means:

A. 1. The earnings of the injured employee in the employment in which he was working at the time of the injury during the period of fifty-two weeks immediately preceding the date of the injury, divided by fifty-two; but if the injured employee lost more than seven consecutive calendar days during such period, although not in the same week, then the earnings for the remainder of the fifty-two weeks shall be divided by the number of weeks remaining after the time so lost has been deducted. When the employment prior to the injury extended over a period of less than fifty-two weeks, the method of dividing the earnings during that period by the number of weeks and parts thereof during which the employee earned wages shall be followed, provided that results fair and just to both parties will be thereby obtained. When, by reason of a shortness of time during which the employee has been in the employment of his employer or the casual nature or terms of his employment, it is impractical to compute the average weekly wages as above defined, regard shall be had to the average weekly amount which during the fifty-two weeks previous to the injury was being earned by a person of the same grade and character employed in the same class of employment in the same locality or community.

2. When for exceptional reasons the foregoing would be unfair either to the employer or employee, such other method of computing average weekly wages may be resorted to as will most nearly approximate the amount which the injured employee would be earning were it not for the injury.

B. Whenever allowances of any character made to an employee in lieu of wages are a specified part of the wage contract, they shall be deemed a part of his earnings. For the purpose of this title, the average weekly wage of the members of the Virginia National Guard and the Virginia State Defense Force, registered members on duty or in training of the United States Civil Defense Corps of this Commonwealth, and forest wardens shall be deemed to be such amount as will entitle them to the maximum compensation payable under this title; however, any award entered under the provisions of this title on behalf of members of the National Guard or their dependents, or registered members on duty or in training of the United States Civil Defense Corps of this Commonwealth or their dependents, shall be subject to credit for benefits paid them under existing or future federal law on account of injury or occupational disease covered by the provisions of this title.

C. Whenever volunteer firefighters, volunteer lifesaving or volunteer rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, and auxiliary or reserve deputy sheriffs are deemed employees under this title, their average weekly wage shall be deemed sufficient to produce the minimum compensation provided by this title for injured workers or their dependents.

D. The average weekly wage of persons, other than those covered in subdivision C of this definition, who respond to a hazardous materials incident at the request of the Department of Emergency Services shall be based upon the earnings of such persons from their primary employers.

"Change in condition" means a change in physical condition of the employee as well as any change in the conditions under which compensation was awarded, suspended, or terminated which would affect the right to, amount of, or duration of compensation.

"Commission" means the Virginia Workers' Compensation Commission as well as its former designation as the Virginia Industrial Commission.

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60 "Employee" means:

61 A. 1. Every person, including a minor, in the service of another under any contract of hire or
62 apprenticeship, written or implied, except (i) one whose employment is not in the usual course of the
63 trade, business, occupation or profession of the employer or (ii) as otherwise provided in subdivision B
64 of this definition.

65 2. Any apprentice, trainee, or retrainee who is regularly employed while receiving training or
66 instruction outside of regular working hours and off the job, so long as the training or instruction is
67 related to his employment and is authorized by his employer.

68 3. Members of the Virginia National Guard, whether on duty in a paid or unpaid status or when
69 performing voluntary service to their unit in a nonduty status at the request of their commander.

70 Income benefits for members of the National Guard shall be terminated when they are able to return
71 to their customary civilian employment or self-employment. If they are neither employed nor self-
72 employed, those benefits shall terminate when they are able to return to their military duties. If a
73 member of the National Guard who is fit to return to his customary civilian employment or
74 self-employment remains unable to perform his military duties and thereby suffers loss of military pay
75 which he would otherwise have earned, he shall be entitled to one day of income benefits for each unit
76 training assembly or day of paid training which he is unable to attend.

77 4. Members of the Virginia State Defense Force.

78 5. Registered members of the United States Civil Defense Corps of this Commonwealth, whether on
79 duty or in training.

80 6. Except as provided in subdivision B of this definition, all officers and employees of the
81 Commonwealth, including forest wardens, judges, clerks, deputy clerks and employees of juvenile and
82 domestic relations district courts and general district courts, who shall be deemed employees of the
83 Commonwealth.

84 7. Except as provided in subdivision B of this definition, all officers and employees of a municipal
85 corporation or political subdivision of the Commonwealth.

86 8. Except as provided in subdivision B of this definition, every executive officer, including president,
87 vice president, secretary, treasurer or other officer, elected or appointed in accordance with the charter
88 and bylaws of a corporation, municipal or otherwise.

89 9. Policemen and firefighters, sheriffs and their deputies, town sergeants and their deputies, county
90 and city commissioners of the revenue, county and city treasurers, attorneys for the Commonwealth, and
91 clerks of circuit courts and their deputies, officers and employees, who shall be deemed employees of
92 the respective cities, counties and towns in which their services are employed and by whom their
93 salaries are paid or in which their compensation is earnable.

94 10. Members of the governing body of any county, city or town in the Commonwealth, whenever
95 coverage under this title is extended to such members by resolution or ordinance duly adopted.

96 11. Volunteers, officers and employees of any commission or board of any authority created or
97 controlled by a local governing body, or any local agency or public service corporation owned, operated
98 or controlled by such local governing body, whenever coverage under this title is authorized by
99 resolution or ordinance duly adopted by the governing board of any county, city, town, or any political
100 subdivision thereof.

101 12. Except as provided in subdivision B of this definition, volunteer firefighters, volunteer lifesaving
102 or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police and auxiliary
103 or reserve deputy sheriffs, who shall be deemed employees of (i) the political subdivision or state
104 institution of higher education in which the principal office of such volunteer fire company, volunteer
105 lifesaving or rescue squad, volunteer law-enforcement chaplains, auxiliary or reserve police force or
106 auxiliary or reserve deputy sheriff force is located if the governing body of such political subdivision or
107 state institution of higher education has adopted a resolution acknowledging such volunteer firefighters,
108 volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve
109 police or auxiliary or reserve deputy sheriffs as employees for the purposes of this title, or (ii) in the
110 case of volunteer firefighters or volunteer lifesaving or rescue squad members, the companies or squads
111 for which volunteer services are provided whenever such companies or squads elect to be included as an
112 employer under this title.

113 13. Volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement
114 chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs and any other persons who
115 respond to a hazardous materials incident upon request of the Department of Emergency Services
116 pursuant to a plan or agreement developed under § 44-146.35 or § 44-146.36, who shall be deemed
117 employees of the Department of Emergency Services for the purposes of this title.

118 14. Any sole proprietor or all partners of a business electing to be included as an employee under the
119 workers' compensation coverage of such business if the insurer is notified of this election. Any sole
120 proprietor or the partners shall, upon such election, be entitled to employee benefits and be subject to
121 employee responsibilities prescribed in this title.

When any partner or proprietor is entitled to receive coverage under this title, such person shall be subject to all provisions of this title as if he were an employee; however, the notices required under §§ 65.2-405 and 65.2-600 of this title shall be given to the insurance carrier, and the panel of physicians required under § 65.2-603 shall be selected by the insurance carrier.

15. The independent contractor of any employer subject to this title at the election of such employer provided (i) the independent contractor agrees to such inclusion and (ii) unless the employer is self-insured, the employer's insurer agrees in writing to such inclusion. All or part of the cost of the insurance coverage of the independent contractor may be borne by the independent contractor.

When any independent contractor is entitled to receive coverage under this section, such person shall be subject to all provisions of this title as if he were an employee, provided that the notices required under §§ 65.2-405 and 65.2-600 are given either to the employer or its insurance carrier.

However, nothing in this title shall be construed to make the employees of any independent contractor the employees of the person or corporation employing or contracting with such independent contractor.

16. The legal representative, dependents and any other persons to whom compensation may be payable when any person covered as an employee under this title shall be deceased.

17. Jail officers and jail superintendents employed by regional jails or jail farm boards or authorities, whether created pursuant to Article 3.1 (§ 53.1-95.2 et seq.) or Article 5 (§ 53.1-105 et seq.) of Chapter 3 of Title 53.1, or an act of assembly.

B. "Employee" shall not mean:

1. Officers and employees of the Commonwealth who are elected by the General Assembly, or appointed by the Governor, either with or without the confirmation of the Senate. This exception shall not apply to any "state employee" as defined in § 51.1-101 nor to Supreme Court Justices, judges of the Court of Appeals, judges of the circuit or district courts, members of the Workers' Compensation Commission and the State Corporation Commission, or the Superintendent of State Police.

2. Officers and employees of municipal corporations and political subdivisions of the Commonwealth who are elected by the people or by the governing bodies, and who act in purely administrative capacities and are to serve for a definite term of office.

3. Any person who is a licensed real estate salesperson, or a licensed real estate broker associated with a real estate broker, if (i) substantially all of the salesperson's or associated broker's remuneration is derived from real estate commissions, (ii) the services of the salesperson or associated broker are performed under a written contract specifying that the salesperson is an independent contractor, and (iii) such contract includes a provision that the salesperson or associated broker will not be treated as an employee for federal income tax purposes.

4. Any taxicab driver, provided the Commission is furnished evidence that such individual is excluded from taxation by the Federal Unemployment Tax Act.

5. Casual employees.

6. Domestic servants.

7. Farm and horticultural laborers, unless the employer regularly has in service more than two full-time employees.

8. Employees of any person, firm or private corporation, including any public service corporation, that has regularly in service less than three employees in the same business within this Commonwealth, unless such employees and their employers voluntarily elect to be bound by this title. However, this exemption shall not apply to the operators of underground coal mines or their employees.

9. Employees of any common carrier by railroad engaging in commerce between any of the several states or territories or between the District of Columbia and any of the states or territories and any foreign nation or nations, and any person suffering injury or death while he is employed by such carrier in such commerce. This title shall not be construed to lessen the liability of any such common carrier or to diminish or take away in any respect any right that any person so employed, or the personal representative, kindred or relation, or dependent of such person, may have under the act of Congress relating to the liability of common carriers by railroad to their employees in certain cases, approved April 22, 1908, or under §§ 8.01-57 through 8.01-62 or § 56-441.

10. Employees of common carriers by railroad who are engaged in intrastate trade or commerce. However, this title shall not be construed to lessen the liability of such common carriers or take away or diminish any right that any employee or, in case of his death, the personal representative of such employee of such common carrier may have under §§ 8.01-57 through 8.01-61 or § 56-441.

11. Except as provided in subdivision A of this definition, a member of a volunteer fire-fighting, lifesaving or rescue squad when engaged in activities related principally to participation as a member of such squad whether or not the volunteer continues to receive compensation from his employer for time away from the job.

12. [*Except as otherwise provided in this title,] noncompensated employees and noncompensated*

183 *directors of corporations exempt from taxation pursuant to § 501 (c) (3) of Title 26 of the United States*
184 *Code (Internal Revenue Code of 1954).*

185 "Employer" includes (i) any person, the Commonwealth or any political subdivision thereof and any
186 individual, firm, association or corporation, or the receiver or trustee of the same, or the legal
187 representative of a deceased employer, using the service of another for pay, and (ii) any volunteer fire
188 company or volunteer lifesaving or rescue squad electing to be included and maintaining coverage as an
189 employer under this title. If the employer is insured, it includes his insurer so far as applicable.

190 "Executive officer" means the president, vice president, secretary, treasurer or other officer, elected or
191 appointed in accordance with the charter and bylaws of a corporation. *However, such term does not*
192 *include noncompensated officers of corporations exempt from taxation pursuant to § 501 (c) (3) of Title*
193 *26 of the United States Code (Internal Revenue Code of 1954).*

194 "Filed" means hand delivered to the Commission's office in Richmond or any regional office
195 maintained by the Commission; sent by telegraph, electronic mail or facsimile transmission; or posted at
196 any post office of the United States Postal Service by certified or registered mail. Filing by first-class
197 mail, telegraph, electronic mail or facsimile transmission shall be deemed completed only when the
198 application actually reaches a Commission office.

199 "Injury" means only injury by accident arising out of and in the course of the employment or
200 occupational disease as defined in Chapter 4 (§ 65.2-400 et seq.) of this title and does not include a
201 disease in any form, except when it results naturally and unavoidably from either of the foregoing
202 causes.

203 § 65.2-101. (Delayed effective date - See notes in Code) Definitions.

204 As used in this title:

205 "Award" means the grant or denial of benefits or other relief under this title or any rule adopted
206 pursuant thereto.

207 "Average weekly wage" means:

208 A. 1. The earnings of the injured employee in the employment in which he was working at the time
209 of the injury during the period of fifty-two weeks immediately preceding the date of the injury, divided
210 by fifty-two; but if the injured employee lost more than seven consecutive calendar days during such
211 period, although not in the same week, then the earnings for the remainder of the fifty-two weeks shall
212 be divided by the number of weeks remaining after the time so lost has been deducted. When the
213 employment prior to the injury extended over a period of less than fifty-two weeks, the method of
214 dividing the earnings during that period by the number of weeks and parts thereof during which the
215 employee earned wages shall be followed, provided that results fair and just to both parties will be
216 thereby obtained. When, by reason of a shortness of time during which the employee has been in the
217 employment of his employer or the casual nature or terms of his employment, it is impractical to
218 compute the average weekly wages as above defined, regard shall be had to the average weekly amount
219 which during the fifty-two weeks previous to the injury was being earned by a person of the same grade
220 and character employed in the same class of employment in the same locality or community.

221 2. When for exceptional reasons the foregoing would be unfair either to the employer or employee,
222 such other method of computing average weekly wages may be resorted to as will most nearly
223 approximate the amount which the injured employee would be earning were it not for the injury.

224 B. Whenever allowances of any character made to an employee in lieu of wages are a specified part
225 of the wage contract, they shall be deemed a part of his earnings. For the purpose of this title, the
226 average weekly wage of the members of the Virginia National Guard and the Virginia State Defense
227 Force, registered members on duty or in training of the United States Civil Defense Corps of this
228 Commonwealth, and forest wardens shall be deemed to be such amount as will entitle them to the
229 maximum compensation payable under this title; however, any award entered under the provisions of
230 this title on behalf of members of the National Guard or their dependents, or registered members on
231 duty or in training of the United States Civil Defense Corps of this Commonwealth or their dependents,
232 shall be subject to credit for benefits paid them under existing or future federal law on account of injury
233 or occupational disease covered by the provisions of this title.

234 C. Whenever volunteer firefighters, volunteer lifesaving or volunteer rescue squad members,
235 volunteer law-enforcement chaplains, auxiliary or reserve police, and auxiliary or reserve deputy sheriffs
236 are deemed employees under this title, their average weekly wage shall be deemed sufficient to produce
237 the minimum compensation provided by this title for injured workers or their dependents.

238 D. The average weekly wage of persons, other than those covered in subdivision C of this definition,
239 who respond to a hazardous materials incident at the request of the Department of Emergency Services
240 shall be based upon the earnings of such persons from their primary employers.

241 "Change in condition" means a change in physical condition of the employee as well as any change
242 in the conditions under which compensation was awarded, suspended, or terminated which would affect
243 the right to, amount of, or duration of compensation.

244 "Commission" means the Virginia Workers' Compensation Commission as well as its former

designation as the Virginia Industrial Commission.

"Employee" means:

A. 1. Every person, including a minor, in the service of another under any contract of hire or apprenticeship, written or implied, except (i) one whose employment is not in the usual course of the trade, business, occupation or profession of the employer or (ii) as otherwise provided in subdivision B of this definition.

2. Any apprentice, trainee, or retrainee who is regularly employed while receiving training or instruction outside of regular working hours and off the job, so long as the training or instruction is related to his employment and is authorized by his employer.

3. Members of the Virginia National Guard, whether on duty in a paid or unpaid status or when performing voluntary service to their unit in a nonduty status at the request of their commander.

Income benefits for members of the National Guard shall be terminated when they are able to return to their customary civilian employment or self-employment. If they are neither employed nor self-employed, those benefits shall terminate when they are able to return to their military duties. If a member of the National Guard who is fit to return to his customary civilian employment or self-employment remains unable to perform his military duties and thereby suffers loss of military pay which he would otherwise have earned, he shall be entitled to one day of income benefits for each unit training assembly or day of paid training which he is unable to attend.

4. Members of the Virginia State Defense Force.

5. Registered members of the United States Civil Defense Corps of this Commonwealth, whether on duty or in training.

6. Except as provided in subdivision B of this definition, all officers and employees of the Commonwealth, including forest wardens, judges, clerks, deputy clerks and employees of family courts and general district courts, who shall be deemed employees of the Commonwealth.

7. Except as provided in subdivision B of this definition, all officers and employees of a municipal corporation or political subdivision of the Commonwealth.

8. Except as provided in subdivision B of this definition, every executive officer, including president, vice president, secretary, treasurer or other officer, elected or appointed in accordance with the charter and bylaws of a corporation, municipal or otherwise.

9. Policemen and firefighters, sheriffs and their deputies, town sergeants and their deputies, county and city commissioners of the revenue, county and city treasurers, attorneys for the Commonwealth, and clerks of circuit courts and their deputies, officers and employees, who shall be deemed employees of the respective cities, counties and towns in which their services are employed and by whom their salaries are paid or in which their compensation is earnable.

10. Members of the governing body of any county, city or town in the Commonwealth, whenever coverage under this title is extended to such members by resolution or ordinance duly adopted.

11. Volunteers, officers and employees of any commission or board of any authority created or controlled by a local governing body, or any local agency or public service corporation owned, operated or controlled by such local governing body, whenever coverage under this title is authorized by resolution or ordinance duly adopted by the governing board of any county, city, town, or any political subdivision thereof.

12. Except as provided in subdivision B of this definition, volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police and auxiliary or reserve deputy sheriffs, who shall be deemed employees of (i) the political subdivision or state institution of higher education in which the principal office of such volunteer fire company, volunteer lifesaving or rescue squad, volunteer law-enforcement chaplains, auxiliary or reserve police force or auxiliary or reserve deputy sheriff force is located if the governing body of such political subdivision or state institution of higher education has adopted a resolution acknowledging such volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police or auxiliary or reserve deputy sheriffs as employees for the purposes of this title, or (ii) in the case of volunteer firefighters or volunteer lifesaving or rescue squad members, the companies or squads for which volunteer services are provided whenever such companies or squads elect to be included as an employer under this title.

13. Volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs and any other persons who respond to a hazardous materials incident upon request of the Department of Emergency Services pursuant to a plan or agreement developed under § 44-146.35 or § 44-146.36, who shall be deemed employees of the Department of Emergency Services for the purposes of this title.

14. Any sole proprietor or all partners of a business electing to be included as an employee under the workers' compensation coverage of such business if the insurer is notified of this election. Any sole proprietor or the partners shall, upon such election, be entitled to employee benefits and be subject to

306 employee responsibilities prescribed in this title.

307 When any partner or proprietor is entitled to receive coverage under this title, such person shall be
308 subject to all provisions of this title as if he were an employee; however, the notices required under
309 §§ 65.2-405 and 65.2-600 of this title shall be given to the insurance carrier, and the panel of physicians
310 required under § 65.2-603 shall be selected by the insurance carrier.

311 15. The independent contractor of any employer subject to this title at the election of such employer
312 provided (i) the independent contractor agrees to such inclusion and (ii) unless the employer is
313 self-insured, the employer's insurer agrees in writing to such inclusion. All or part of the cost of the
314 insurance coverage of the independent contractor may be borne by the independent contractor.

315 When any independent contractor is entitled to receive coverage under this section, such person shall
316 be subject to all provisions of this title as if he were an employee, provided that the notices required
317 under §§ 65.2-405 and 65.2-600 are given either to the employer or its insurance carrier.

318 However, nothing in this title shall be construed to make the employees of any independent
319 contractor the employees of the person or corporation employing or contracting with such independent
320 contractor.

321 16. The legal representative, dependents and any other persons to whom compensation may be
322 payable when any person covered as an employee under this title shall be deceased.

323 17. Jail officers and jail superintendents employed by regional jails or jail farm boards or authorities,
324 whether created pursuant to Article 3.1 (§ 53.1-95.2 et seq.) or Article 5 (§ 53.1-105 et seq.) of Chapter
325 3 of Title 53.1, or an act of assembly.

326 B. "Employee" shall not mean:

327 1. Officers and employees of the Commonwealth who are elected by the General Assembly, or
328 appointed by the Governor, either with or without the confirmation of the Senate. This exception shall
329 not apply to any "state employee" as defined in § 51.1-101 nor to Supreme Court Justices, judges of the
330 Court of Appeals, judges of the circuit or district courts, members of the Workers' Compensation
331 Commission and the State Corporation Commission, or the Superintendent of State Police.

332 2. Officers and employees of municipal corporations and political subdivisions of the Commonwealth
333 who are elected by the people or by the governing bodies, and who act in purely administrative
334 capacities and are to serve for a definite term of office.

335 3. Any person who is a licensed real estate salesperson, or a licensed real estate broker associated
336 with a real estate broker, if (i) substantially all of the salesperson's or associated broker's remuneration is
337 derived from real estate commissions, (ii) the services of the salesperson or associated broker are
338 performed under a written contract specifying that the salesperson is an independent contractor, and (iii)
339 such contract includes a provision that the salesperson or associated broker will not be treated as an
340 employee for federal income tax purposes.

341 4. Any taxicab driver, provided the Commission is furnished evidence that such individual is
342 excluded from taxation by the Federal Unemployment Tax Act.

343 5. Casual employees.

344 6. Domestic servants.

345 7. Farm and horticultural laborers, unless the employer regularly has in service more than two
346 full-time employees.

347 8. Employees of any person, firm or private corporation, including any public service corporation,
348 that has regularly in service less than three employees in the same business within this Commonwealth,
349 unless such employees and their employers voluntarily elect to be bound by this title. However, this
350 exemption shall not apply to the operators of underground coal mines or their employees.

351 9. Employees of any common carrier by railroad engaging in commerce between any of the several
352 states or territories or between the District of Columbia and any of the states or territories and any
353 foreign nation or nations, and any person suffering injury or death while he is employed by such carrier
354 in such commerce. This title shall not be construed to lessen the liability of any such common carrier or
355 to diminish or take away in any respect any right that any person so employed, or the personal
356 representative, kindred or relation, or dependent of such person, may have under the act of Congress
357 relating to the liability of common carriers by railroad to their employees in certain cases, approved
358 April 22, 1908, or under §§ 8.01-57 through 8.01-62 or § 56-441.

359 10. Employees of common carriers by railroad who are engaged in intrastate trade or commerce.
360 However, this title shall not be construed to lessen the liability of such common carriers or take away or
361 diminish any right that any employee or, in case of his death, the personal representative of such
362 employee of such common carrier may have under §§ 8.01-57 through 8.01-61 or § 56-441.

363 11. Except as provided in subdivision A of this definition, a member of a volunteer fire-fighting,
364 lifesaving or rescue squad when engaged in activities related principally to participation as a member of
365 such squad whether or not the volunteer continues to receive compensation from his employer for time
366 away from the job.

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368 *directors of corporations exempt from taxation pursuant to § 501 (c) (3) of Title 26 of the United States*
369 *Code (Internal Revenue Code of 1954).*

370 "Employer" includes (i) any person, the Commonwealth or any political subdivision thereof and any
371 individual, firm, association or corporation, or the receiver or trustee of the same, or the legal
372 representative of a deceased employer, using the service of another for pay, and (ii) any volunteer fire
373 company or volunteer lifesaving or rescue squad electing to be included and maintaining coverage as an
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376 appointed in accordance with the charter and bylaws of a corporation. *However, such term does not*
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382 mail, telegraph, electronic mail or facsimile transmission shall be deemed completed only when the
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386 disease in any form, except when it results naturally and unavoidably from either of the foregoing
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