

LD4725198

HOUSE BILL NO. 1456

FLOOR AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by Delegate Davies
on January 26, 1995)

(Patron Prior to Substitute—Delegate Davies)

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; volunteer search and rescue organizations.

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) 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. *a.* 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.~~ *b.* 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.~~ 2. 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.~~ 3. Whenever volunteer firefighters, volunteer lifesaving or volunteer rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, ~~and~~ auxiliary or reserve deputy sheriffs, ~~and volunteer search and rescue organizations~~ 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.~~ 4. 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.

"Employee" means:

~~A.~~ 1. *a.* 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 ~~subsection B~~

60 *subdivision 2 of this definition.*

61 ~~2-~~ *b.* Any apprentice, trainee, or retrainee who is regularly employed while receiving training or
62 instruction outside of regular working hours and off the job, so long as the training or instruction is
63 related to his employment and is authorized by his employer.

64 ~~3-~~ *c.* Members of the Virginia National Guard, whether on duty in a paid or unpaid status or when
65 performing voluntary service to their unit in a nonduty status at the request of their commander.

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

73 ~~4-~~ *d.* Members of the Virginia State Defense Force.

74 ~~5-~~ *e.* Registered members of the United States Civil Defense Corps of this Commonwealth, whether
75 on duty or in training.

76 ~~6-~~ *f.* Except as provided in ~~subsection B~~ *subdivision 2* of this definition, all officers and employees
77 of the Commonwealth, including forest wardens, judges, clerks, deputy clerks and employees of juvenile
78 and domestic relations district courts and general district courts, who shall be deemed employees of the
79 Commonwealth.

80 ~~7-~~ *g.* Except as provided in ~~subsection B~~ *subdivision 2* of this definition, all officers and employees
81 of a municipal corporation or political subdivision of the Commonwealth.

82 ~~8-~~ *h.* Except as provided in ~~subsection B~~ *subdivision 2* of this definition, every executive officer,
83 including president, vice president, secretary, treasurer or other officer, elected or appointed in
84 accordance with the charter and bylaws of a corporation, municipal or otherwise.

85 ~~9-~~ *i.* Policemen and firefighters, sheriffs and their deputies, town sergeants and their deputies, county
86 and city commissioners of the revenue, county and city treasurers, attorneys for the Commonwealth, and
87 clerks of circuit courts and their deputies, officers and employees, who shall be deemed employees of
88 the respective cities, counties and towns in which their services are employed and by whom their
89 salaries are paid or in which their compensation is earnable.

90 ~~10-~~ *j.* Members of the governing body of any county, city or town in the Commonwealth, whenever
91 coverage under this title is extended to such members by resolution or ordinance duly adopted.

92 ~~11-~~ *k.* Volunteers, officers and employees of any commission or board of any authority created or
93 controlled by a local governing body, or any local agency or public service corporation owned, operated
94 or controlled by such local governing body, whenever coverage under this title is authorized by
95 resolution or ordinance duly adopted by the governing board of any county, city, town, or any political
96 subdivision thereof.

97 ~~12-~~ *l.* Except as provided in ~~subsection B~~ *subdivision 2* of this definition, volunteer firefighters,
98 volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve
99 police ~~and~~, auxiliary or reserve deputy sheriffs ~~and~~ *volunteer search and rescue organizations*, who shall
100 be deemed employees of (i) the political subdivision or state institution of higher education in which the
101 principal office of such volunteer fire company, volunteer lifesaving or rescue squad, volunteer
102 law-enforcement chaplains, auxiliary or reserve police force ~~or~~, auxiliary or reserve deputy sheriff force
103 ~~or~~ *volunteer search and rescue organizations* is located if the governing body of such political
104 subdivision or state institution of higher education has adopted a resolution acknowledging such
105 volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement
106 chaplains, auxiliary or reserve police ~~or~~, auxiliary or reserve deputy sheriffs ~~or~~ *volunteer search and*
107 *rescue organizations* as employees for the purposes of this title or (ii) in the case of volunteer
108 firefighters or volunteer lifesaving or rescue squad members, the companies or squads for which
109 volunteer services are provided whenever such companies or squads elect to be included as an employer
110 under this title.

111 ~~13-~~ *m.* Volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer
112 law-enforcement chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs, *volunteer*
113 *search and rescue organizations* and any other persons who respond to a ~~hazardous materials~~ *an*
114 incident upon request of the Department of Emergency Services ~~pursuant to a plan or agreement~~
115 ~~developed under § 44-146.35 or § 44-146.36~~, who shall be deemed employees of the Department of
116 Emergency Services for the purposes of this title.

117 ~~14-~~ *n.* Any sole proprietor or all partners of a business electing to be included as an employee under
118 the workers' compensation coverage of such business if the insurer is notified of this election. Any sole
119 proprietor or the partners shall, upon such election, be entitled to employee benefits and be subject to
120 employee responsibilities prescribed in this title.

121 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. *o.* 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. *p.* 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. *q.* 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. 2. "Employee" shall not mean:

1. *a.* 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 § ~~51.1-104~~ 51.1-124.3 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. *b.* 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. *c.* 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. *d.* Any taxicab or executive sedan driver, provided the Commission is furnished evidence that such individual is excluded from taxation by the Federal Unemployment Tax Act.

5. *e.* Casual employees.

6. *f.* Domestic servants.

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

8. *h.* 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. An executive officer who is not paid salary or wages on a regular basis at an agreed upon amount and who rejects coverage under this title pursuant to § 65.2-300 shall not be included as an employee for purposes of this subdivision.

9. *i.* 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. *j.* 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. *k.* Except as provided in ~~subsection A~~ *subdivision 1* 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

183 employer for time away from the job.

184 ~~12-~~ 1. Except as otherwise provided in this title, noncompensated employees and noncompensated
185 directors of corporations exempt from taxation pursuant to § 501 (c) (3) of Title 26 of the United States
186 Code (Internal Revenue Code of 1954).

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

192 "Executive officer" means the president, vice president, secretary, treasurer or other officer, elected or
193 appointed in accordance with the charter and bylaws of a corporation. However, such term does not
194 include noncompensated officers of corporations exempt from taxation pursuant to § 501 (c) (3) of Title
195 26 of the United States Code (Internal Revenue Code of 1954).

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

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

205 § 65.2-101. (Delayed effective date - See notes) Definitions.

206 As used in this title:

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

209 "Average weekly wage" means:

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

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

226 B- 2. Whenever allowances of any character made to an employee in lieu of wages are a specified
227 part of the wage contract, they shall be deemed a part of his earnings. For the purpose of this title, the
228 average weekly wage of the members of the Virginia National Guard and the Virginia State Defense
229 Force, registered members on duty or in training of the United States Civil Defense Corps of this
230 Commonwealth, and forest wardens shall be deemed to be such amount as will entitle them to the
231 maximum compensation payable under this title; however, any award entered under the provisions of
232 this title on behalf of members of the National Guard or their dependents, or registered members on
233 duty or in training of the United States Civil Defense Corps of this Commonwealth or their dependents,
234 shall be subject to credit for benefits paid them under existing or future federal law on account of injury
235 or occupational disease covered by the provisions of this title.

236 C- 3. Whenever volunteer firefighters, volunteer lifesaving or volunteer rescue squad members,
237 volunteer law-enforcement chaplains, auxiliary or reserve police, ~~and~~ auxiliary or reserve deputy sheriffs,
238 ~~and volunteer search and rescue organizations~~ are deemed employees under this title, their average
239 weekly wage shall be deemed sufficient to produce the minimum compensation provided by this title for
240 injured workers or their dependents.

241 D- 4. The average weekly wage of persons, other than those covered in subdivision C of this
242 definition, who respond to a hazardous materials incident at the request of the Department of Emergency
243 Services shall be based upon the earnings of such persons from their primary employers.

244 "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.

"Employee" means:

1. *a.* 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 ~~subsection B subdivision 2~~ of this definition.

2. *b.* 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. *c.* 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. *d.* Members of the Virginia State Defense Force.

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

6. *f.* Except as provided in ~~subsection B subdivision 2~~ 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. *g.* Except as provided in ~~subsection B subdivision 2~~ of this definition, all officers and employees of a municipal corporation or political subdivision of the Commonwealth.

8. *h.* Except as provided in ~~subsection B subdivision 2~~ 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. *i.* 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. *j.* 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. *k.* 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. *l.* Except as provided in ~~subsection B subdivision 2~~ 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 and volunteer search and rescue organizations, 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 or volunteer search and rescue organizations 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 or volunteer search and rescue organizations 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. *m.* Volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs, volunteer search and rescue organizations and any other persons who respond to a hazardous materials an

306 incident upon request of the Department of Emergency Services pursuant to a plan or agreement
307 developed under ~~§ 44-146.35 or § 44-146.36~~, who shall be deemed employees of the Department of
308 Emergency Services for the purposes of this title.

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

313 When any partner or proprietor is entitled to receive coverage under this title, such person shall be
314 subject to all provisions of this title as if he were an employee; however, the notices required under
315 §§ 65.2-405 and 65.2-600 of this title shall be given to the insurance carrier, and the panel of physicians
316 required under § 65.2-603 shall be selected by the insurance carrier.

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

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

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

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

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

332 B. 2. "Employee" shall not mean:

333 1.a. Officers and employees of the Commonwealth who are elected by the General Assembly, or
334 appointed by the Governor, either with or without the confirmation of the Senate. This exception shall
335 not apply to any "state employee" as defined in § 51.1-124.3 nor to Supreme Court Justices, judges of
336 the Court of Appeals, judges of the circuit or district courts, members of the Workers' Compensation
337 Commission and the State Corporation Commission, or the Superintendent of State Police.

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

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

347 4.d. Any taxicab or executive sedan driver, provided the Commission is furnished evidence that such
348 individual is excluded from taxation by the Federal Unemployment Tax Act.

349 5.e. Casual employees.

350 6.f. Domestic servants.

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

353 8.h. Employees of any person, firm or private corporation, including any public service corporation,
354 that has regularly in service less than three employees in the same business within this Commonwealth,
355 unless such employees and their employers voluntarily elect to be bound by this title. However, this
356 exemption shall not apply to the operators of underground coal mines or their employees. An executive
357 officer who is not paid salary or wages on a regular basis at an agreed upon amount and who rejects
358 coverage under this title pursuant to § 65.2-300 shall not be included as an employee for purposes of
359 this subdivision.

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

10.j. 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.k. Except as provided in ~~subsection A~~ *subdivision 1* 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.l. Except as otherwise provided in this title, noncompensated employees and noncompensated directors of corporations exempt from taxation pursuant to § 501 (c) (3) of Title 26 of the United States Code (Internal Revenue Code of 1954).

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

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

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

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