

LD2913464

## HOUSE BILL NO. 379

House Amendments in [ ] — January 28, 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 the Virginia Workers' Compensation Act; exclusion of certain employees.*

Patrons—Tata, Abbitt, Bloxom, Croshaw, Fisher, Hamilton, Hargrove, Katzen, McClure, McDonnell, Morgan, Murphy, Nelms, Newman, Parrish, Purkey, Wagner and Wardrup; Senators: Holland, C.A., Holland, R.J. and Stolle

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.

"Employee" means:

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

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

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

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

76 4. Members of the Virginia State Defense Force.

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

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

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

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

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

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

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

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

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

117 14. Any sole proprietor or all partners of a business electing to be included as an employee under the  
118 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. 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. [ At the employer's option and upon prior general notification to all affected employees, ] any person who is covered by or eligible for benefits with respect to disability or death under the Longshore

183 *and Harbor Workers' Compensation Act, 33 U.S.C. § 901, et seq. or the Jones Act, 46 U.S.C. § 688.*

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

189 "Executive officer" means the president, vice president, secretary, treasurer or other officer, elected or  
190 appointed in accordance with the charter and bylaws of a corporation.

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

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

200 § 65.2-101. (Delayed effective date - See notes in Code) Definitions.

201 As used in this title:

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

204 "Average weekly wage" means:

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

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

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

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

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

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

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

243 "Employee" means:

244 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 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. [ At the employer's option and upon prior general notification to all affected employees, ] any person who is covered by or eligible for benefits with respect to disability or death under the Longshore and Harbor Workers' Compensation Act, 33 U.S.C. § 901, et seq. or the Jones Act, 46 U.S.C. § 688.

"Employer" includes (i) any person, the Commonwealth or any political subdivision thereof and any

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

372 "Executive officer" means the president, vice president, secretary, treasurer or other officer, elected or  
373 appointed in accordance with the charter and bylaws of a corporation.

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

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

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