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**HOUSE BILL NO. 1554**

Offered March 5, 1996

*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 injury.*

Patrons—Cranwell, Almand, Brickley, Christian, Crittenden, Darner, DeBoer, Grayson, Hull, Jones, J.C., Keating, Melvin, Moore, Moran, Phillips, Plum, Puller, Stump, Tate, Thomas, Van Landingham, Van Yahres, Watts and Woodrum

Consent to introduce

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. 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:

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.

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.

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.

3. Whenever volunteer firefighters, volunteer lifesaving or volunteer rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs, volunteer emergency medical technicians and members of 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.

4. The average weekly wage of persons, other than those covered in subdivision 3 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

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60 designation as the Virginia Industrial Commission.

61 "Employee" means:

62 1. a. Every person, including a minor, in the service of another under any contract of hire or  
63 apprenticeship, written or implied, except (i) one whose employment is not in the usual course of the  
64 trade, business, occupation or profession of the employer or (ii) as otherwise provided in subdivision 2  
65 of this definition.

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

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

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

78 d. Members of the Virginia State Defense Force.

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

81 f. Except as provided in subdivision 2 of this definition, all officers and employees of the  
82 Commonwealth, including forest wardens, judges, clerks, deputy clerks and employees of juvenile and  
83 domestic relations district courts and general district courts, who shall be deemed employees of the  
84 Commonwealth.

85 g. Except as provided in subdivision 2 of this definition, all officers and employees of a municipal  
86 corporation or political subdivision of the Commonwealth.

87 h. Except as provided in subdivision 2 of this definition, (i) every executive officer, including  
88 president, vice president, secretary, treasurer or other officer, elected or appointed in accordance with the  
89 charter and bylaws of a corporation, municipal or otherwise and (ii) every manager of a limited liability  
90 company elected or appointed in accordance with the articles of organization or operating agreement of  
91 the limited liability company.

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

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

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

104 l. Except as provided in subdivision 2 of this definition, volunteer firefighters, volunteer lifesaving or  
105 rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, auxiliary or  
106 reserve deputy sheriffs, volunteer emergency medical technicians and members of volunteer search and  
107 rescue organizations, who shall be deemed employees of (i) the political subdivision or state institution  
108 of higher education in which the principal office of such volunteer fire company, volunteer lifesaving or  
109 rescue squad, volunteer law-enforcement chaplains, auxiliary or reserve police force, auxiliary or reserve  
110 deputy sheriff force, volunteer emergency medical technicians or members of volunteer search and  
111 rescue organizations is located if the governing body of such political subdivision or state institution of  
112 higher education has adopted a resolution acknowledging such volunteer firefighters, volunteer lifesaving  
113 or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, auxiliary or  
114 reserve deputy sheriffs, volunteer emergency medical technicians, members of volunteer search and  
115 rescue organizations as employees for the purposes of this title or (ii) in the case of volunteer  
116 firefighters or volunteer lifesaving or rescue squad members, the companies or squads for which  
117 volunteer services are provided whenever such companies or squads elect to be included as an employer  
118 under this title.

119 m. Volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement  
120 chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs, volunteer emergency medical  
121 technicians, members of volunteer search and rescue organizations and any other persons who respond to

an incident upon request of the Department of Emergency Services, who shall be deemed employees of the Department of Emergency Services for the purposes of this title.

n. 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.

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.

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.

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.

2. "Employee" shall not mean:

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 § 51.1-124.3 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.

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.

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.

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.

e. Casual employees.

f. Domestic servants.

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

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.

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.

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

187 k. Except as provided in subdivision 1 of this definition, a member of a volunteer fire-fighting,  
188 lifesaving or rescue squad when engaged in activities related principally to participation as a member of  
189 such squad whether or not the volunteer continues to receive compensation from his employer for time  
190 away from the job.

191 l. Except as otherwise provided in this title, noncompensated employees and noncompensated  
192 directors of corporations exempt from taxation pursuant to § 501 (c) (3) of Title 26 of the United States  
193 Code (Internal Revenue Code of 1954).

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

199 "Executive officer" means (i) the president, vice president, secretary, treasurer or other officer,  
200 elected or appointed in accordance with the charter and bylaws of a corporation and (ii) the managers  
201 elected or appointed in accordance with the articles of organization or operating agreement of a limited  
202 liability company. However, such term does not include noncompensated officers of corporations exempt  
203 from taxation pursuant to § 501 (c) (3) of Title 26 of the United States Code (Internal Revenue Code of  
204 1954).

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

210 "Injury" means only injury by accident arising out of and in the course of the employment or  
211 occupational disease as defined in Chapter 4 (§ 65.2-400 et seq.) of this title and does not include a  
212 disease in any form, except when it results naturally and unavoidably from either of the foregoing  
213 causes. However, such term does not include any injury, disease or condition resulting from an  
214 employee's voluntary participation in employer-sponsored off-duty recreational activities which are not  
215 part of the employee's duties. *As used in this definition, "injury by accident" shall include physical*  
216 *impairments caused by repetitive motion or cumulative trauma.*

217 § 65.2-101. (Delayed effective date - See note) Definitions.

218 As used in this title:

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

221 "Average weekly wage" means:

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

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

238 2. Whenever allowances of any character made to an employee in lieu of wages are a specified part  
239 of the wage contract, they shall be deemed a part of his earnings. For the purpose of this title, the  
240 average weekly wage of the members of the Virginia National Guard and the Virginia State Defense  
241 Force, registered members on duty or in training of the United States Civil Defense Corps of this  
242 Commonwealth, and forest wardens shall be deemed to be such amount as will entitle them to the  
243 maximum compensation payable under this title; however, any award entered under the provisions of  
244 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.

3. Whenever volunteer firefighters, volunteer lifesaving or volunteer rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs, volunteer emergency medical technicians and members of 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.

4. The average weekly wage of persons, other than those covered in subdivision 3 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:

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 subdivision 2 of this definition.

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.

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.

d. Members of the Virginia State Defense Force.

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

f. Except as provided in 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.

g. Except as provided in subdivision 2 of this definition, all officers and employees of a municipal corporation or political subdivision of the Commonwealth.

h. Except as provided in subdivision 2 of this definition, (i) 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 and (ii) every manager of a limited liability company elected or appointed in accordance with the articles of organization or operating agreement of the limited liability company.

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.

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.

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.

l. Except as provided in subdivision 2 of this definition, volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs, volunteer emergency medical technicians and members of volunteer search and

306 rescue organizations, who shall be deemed employees of (i) the political subdivision or state institution  
307 of higher education in which the principal office of such volunteer fire company, volunteer lifesaving or  
308 rescue squad, volunteer law-enforcement chaplains, auxiliary or reserve police force, auxiliary or reserve  
309 deputy sheriff force, volunteer emergency medical technicians or members of volunteer search and  
310 rescue organizations is located if the governing body of such political subdivision or state institution of  
311 higher education has adopted a resolution acknowledging such volunteer firefighters, volunteer lifesaving  
312 or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, auxiliary or  
313 reserve deputy sheriffs, volunteer emergency medical technicians or members of volunteer search and  
314 rescue organizations as employees for the purposes of this title or (ii) in the case of volunteer  
315 firefighters or volunteer lifesaving or rescue squad members, the companies or squads for which  
316 volunteer services are provided whenever such companies or squads elect to be included as an employer  
317 under this title.

318 m. Volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement  
319 chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs, volunteer emergency medical  
320 technicians, members of volunteer search and rescue organizations and any other persons who respond to  
321 an incident upon request of the Department of Emergency Services, who shall be deemed employees of  
322 the Department of Emergency Services for the purposes of this title.

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

327 When any partner or proprietor is entitled to receive coverage under this title, such person shall be  
328 subject to all provisions of this title as if he were an employee; however, the notices required under  
329 §§ 65.2-405 and 65.2-600 of this title shall be given to the insurance carrier, and the panel of physicians  
330 required under § 65.2-603 shall be selected by the insurance carrier.

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

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

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

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

343 q. Jail officers and jail superintendents employed by regional jails or jail farm boards or authorities,  
344 whether created pursuant to Article 3.1 (§ 53.1-95.2 et seq.) or Article 5 (§ 53.1-105 et seq.) of Chapter  
345 3 of Title 53.1, or an act of assembly.

346 2. "Employee" shall not mean:

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

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

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

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

363 e. Casual employees.

364 f. Domestic servants.

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

367 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.

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.

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.

k. Except as provided in 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.

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 (i) the president, vice president, secretary, treasurer or other officer, elected or appointed in accordance with the charter and bylaws of a corporation and (ii) the managers elected or appointed in accordance with the articles of organization or operating agreement of a limited liability company. 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. However, such term does not include any injury, disease or condition resulting from an employee's voluntary participation in employer-sponsored off-duty recreational activities which are not part of the employee's duties. *As used in this definition, "injury by accident" shall include physical impairments caused by repetitive motion or cumulative trauma.*