## 99TH GENERAL ASSEMBLY

## State of Illinois

## 2015 and 2016

#### HB5754

by Rep. Keith Wheeler

## SYNOPSIS AS INTRODUCED:

820 ILCS 305/8

from Ch. 48, par. 138.8

Amends the Workers' Compensation Act. Provides that the increased percentage rate for each spouse and child for temporary total incapacity benefits, serious and permanent disfigurement benefits, and all cases other than temporary total disability benefits shall not exceed 100% of the total minimum wage calculation, nor 83 1/3% of the employee's average weekly wage, whichever is less (rather than shall not exceed 100% of the total minimum wage calculation, nor the employee's average weekly wage, whichever is less). Establishes a maximum weekly compensation rate in death cases, permanent total disability cases, temporary total disability cases, and for cases involving amputation of a member or enucleation of an eye beginning July 1, 2016 and thereafter. Changes the total compensation amount payable to an employee for an accidental injury not resulting in death. Makes changes to the benefit periods for accidental injuries resulting in the loss of or the permanent and complete loss of use of the thumb, fingers, or toes; the amputation of an arm, foot, or leg; the enucleation of an eye; and other injuries.

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FISCAL NOTE ACT MAY APPLY

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AN ACT concerning employment.

# 2 Be it enacted by the People of the State of Illinois, 3 represented in the General Assembly:

4 Section 5. The Workers' Compensation Act is amended by 5 changing Section 8 as follows:

6 (820 ILCS 305/8) (from Ch. 48, par. 138.8)

Sec. 8. The amount of compensation which shall be paid to the employee for an accidental injury not resulting in death is:

(a) The employer shall provide and pay the negotiated rate, 10 if applicable, or the lesser of the health care provider's 11 actual charges or according to a fee schedule, subject to 12 Section 8.2, in effect at the time the service was rendered for 13 14 all the necessary first aid, medical and surgical services, and necessary medical, surgical and hospital 15 all services 16 thereafter incurred, limited, however, to that which is reasonably required to cure or relieve from the effects of the 17 accidental injury, even if a health care provider sells, 18 19 transfers, or otherwise assigns an account receivable for 20 procedures, treatments, or services covered under this Act. If 21 the employer does not dispute payment of first aid, medical, 22 surgical, and hospital services, the employer shall make such payment to the provider on behalf of the employee. The employer 23

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1 shall also pay for treatment, instruction and training 2 physical, necessary for the mental and vocational rehabilitation of the employee, including all maintenance 3 costs and expenses incidental thereto. If as a result of the 4 5 injury the employee is unable to be self-sufficient the 6 employer shall further pay for such maintenance or 7 institutional care as shall be required.

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8 The employee may at any time elect to secure his own 9 physician, surgeon and hospital services at the employer's 10 expense, or,

11 Upon agreement between the employer and the employees, or 12 the employees' exclusive representative, and subject to the 13 approval of the Illinois Workers' Compensation Commission, the 14 employer shall maintain a list of physicians, to be known as a 15 Panel of Physicians, who are accessible to the employees. The 16 employer shall post this list in a place or places easily 17 accessible to his employees. The employee shall have the right to make an alternative choice of physician from such Panel if 18 he is not satisfied with the physician first selected. If, due 19 20 to the nature of the injury or its occurrence away from the employer's place of business, the employee is unable to make a 21 22 selection from the Panel, the selection process from the Panel 23 shall not apply. The physician selected from the Panel may arrange for any consultation, referral or other specialized 24 25 medical services outside the Panel at the employer's expense. 26 Provided that, in the event the Commission shall find that a

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doctor selected by the employee is rendering improper or inadequate care, the Commission may order the employee to select another doctor certified or qualified in the medical field for which treatment is required. If the employee refuses to make such change the Commission may relieve the employer of his obligation to pay the doctor's charges from the date of refusal to the date of compliance.

8 Any vocational rehabilitation counselors who provide 9 service under this Act shall have appropriate certifications 10 which designate the counselor as qualified to render opinions 11 relating to vocational rehabilitation. Vocational 12 rehabilitation may include, but is not limited to, counseling for job searches, supervising a job search program, 13 and 14 vocational retraining including education at an accredited 15 learning institution. The employee or employer may petition to 16 the Commission to decide disputes relating to vocational 17 rehabilitation and the Commission shall resolve any such dispute, including payment of the vocational rehabilitation 18 19 program by the employer.

The maintenance benefit shall not be less than the temporary total disability rate determined for the employee. In addition, maintenance shall include costs and expenses incidental to the vocational rehabilitation program.

When the employee is working light duty on a part-time basis or full-time basis and earns less than he or she would be earning if employed in the full capacity of the job or jobs,

then the employee shall be entitled to temporary partial 1 2 disability benefits. Temporary partial disability benefits shall be equal to two-thirds of the difference between the 3 average amount that the employee would be able to earn in the 4 5 full performance of his or her duties in the occupation in which he or she was engaged at the time of accident and the 6 gross amount which he or she is earning in the modified job 7 8 provided to the employee by the employer or in any other job 9 that the employee is working.

10 Everv hospital, physician, surgeon or other person 11 rendering treatment or services in accordance with the 12 provisions of this Section shall upon written request furnish 13 full and complete reports thereof to, and permit their records 14 to be copied by, the employer, the employee or his dependents, 15 as the case may be, or any other party to any proceeding for 16 compensation before the Commission, or their attorneys.

Notwithstanding the foregoing, the employer's liability to pay for such medical services selected by the employee shall be limited to:

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(1) all first aid and emergency treatment; plus

(2) all medical, surgical and hospital services provided by the physician, surgeon or hospital initially chosen by the employee or by any other physician, consultant, expert, institution or other provider of services recommended by said initial service provider or any subsequent provider of medical services in the chain of

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referrals from said initial service provider; plus

all medical, surgical and hospital services 2 (3) 3 provided by any second physician, surgeon or hospital subsequently chosen by the employee or by any other 4 5 physician, consultant, expert, institution or other provider of services recommended by said second service 6 provider or any subsequent provider of medical services in 7 8 the chain of referrals from said second service provider. 9 Thereafter the employer shall select and pay for all 10 necessary medical, surgical and hospital treatment and the 11 employee may not select a provider of medical services at 12 the employer's expense unless the employer agrees to such 13 selection. At any time the employee may obtain any medical 14 treatment he desires at his own expense. This paragraph 15 shall not affect the duty to pay for rehabilitation 16 referred to above.

(4) The following shall apply for injuries occurring on
or after June 28, 2011 (the effective date of Public Act
97-18) and only when an employer has an approved preferred
provider program pursuant to Section 8.1a on the date the
employee sustained his or her accidental injuries:

(A) The employer shall, in writing, on a form
promulgated by the Commission, inform the employee of
the preferred provider program;

(B) Subsequent to the report of an injury by an
 employee, the employee may choose in writing at any

time to decline the preferred provider program, in which case that would constitute one of the two choices of medical providers to which the employee is entitled under subsection (a) (2) or (a) (3); and

5 (C) Prior to the report of an injury by an 6 employee, when an employee chooses non-emergency 7 treatment from a provider not within the preferred 8 provider program, that would constitute the employee's 9 one choice of medical providers to which the employee 10 is entitled under subsection (a) (2) or (a) (3).

11 When an employer and employee so agree in writing, nothing 12 in this Act prevents an employee whose injury or disability has been established under this Act, from relying in good faith, on 13 14 treatment by prayer or spiritual means alone, in accordance 15 with the tenets and practice of a recognized church or 16 religious denomination, by a duly accredited practitioner 17 thereof, and having nursing services appropriate therewith, without suffering loss or diminution of the compensation 18 benefits under this Act. However, the employee shall submit to 19 20 all physical examinations required by this Act. The cost of 21 such treatment and nursing care shall be paid by the employee 22 unless the employer agrees to make such payment.

23 Where the accidental injury results in the amputation of an 24 arm, hand, leg or foot, or the enucleation of an eye, or the 25 loss of any of the natural teeth, the employer shall furnish an 26 artificial of any such members lost or damaged in accidental - 7 - LRB099 16551 KTG 40887 b

injury arising out of and in the course of employment, and 1 2 shall also furnish the necessary braces in all proper and 3 necessary cases. In cases of the loss of a member or members by amputation, the employer shall, whenever necessary, maintain 4 5 in good repair, refit or replace the artificial limbs during 6 the lifetime of the employee. Where the accidental injury 7 accompanied by physical injury results in damage to a denture, 8 eye glasses or contact eye lenses, or where the accidental 9 injury results in damage to an artificial member, the employer 10 shall replace or repair such denture, glasses, lenses, or 11 artificial member.

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12 The furnishing by the employer of any such services or 13 appliances is not an admission of liability on the part of the 14 employer to pay compensation.

15 The furnishing of any such services or appliances or the 16 servicing thereof by the employer is not the payment of 17 compensation.

(b) If the period of temporary total incapacity for work 18 lasts more than 3 working days, weekly compensation as 19 20 hereinafter provided shall be paid beginning on the 4th day of such temporary total incapacity and continuing as long as the 21 22 total temporary incapacity lasts. In cases where the temporary 23 total incapacity for work continues for a period of 14 days or more from the day of the accident compensation shall commence 24 25 on the day after the accident.

26 1. The compensation rate for temporary total

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incapacity under this paragraph (b) of this Section shall 1 2 be equal to 66 2/3% of the employee's average weekly wage 3 computed in accordance with Section 10, provided that it shall be not less than 66 2/3% of the sum of the Federal 4 5 minimum wage under the Fair Labor Standards Act, or the 6 Illinois minimum wage under the Minimum Wage Law, whichever is more, multiplied by 40 hours. This percentage rate shall 7 8 be increased by 10% for each spouse and child, not to 9 exceed 100% of the total minimum wage calculation, nor to exceed 83 1/3% of the employee's average weekly wage 10 11 computed in accordance with the provisions of Section 10, 12 whichever is less.

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13 2. The compensation rate in all cases other than for 14 temporary total disability under this paragraph (b), and 15 other than for serious and permanent disfigurement under 16 paragraph (C) and other than for permanent partial 17 disability under subparagraph (2) of paragraph (d) or under paragraph (e), of this Section shall be equal to 66 2/3% of 18 19 the employee's average weekly wage computed in accordance 20 with the provisions of Section 10, provided that it shall be not less than 66 2/3% of the sum of the Federal minimum 21 22 wage under the Fair Labor Standards Act, or the Illinois 23 minimum wage under the Minimum Wage Law, whichever is more, 24 multiplied by 40 hours. This percentage rate shall be 25 increased by 10% for each spouse and child, not to exceed 26 100% of the total minimum wage calculation, nor to exceed

1 <u>83 1/3% of</u> the employee's average weekly wage computed in 2 accordance with the provisions of Section 10, whichever is 3 less.

2.1. The compensation rate in all cases of serious and 4 5 permanent disfigurement under paragraph (c) and of permanent partial disability under subparagraph (2) of 6 7 paragraph (d) or under paragraph (e) of this Section shall 8 be equal to 60% of the employee's average weekly wage 9 computed in accordance with the provisions of Section 10, 10 provided that it shall be not less than 66 2/3% of the sum 11 of the Federal minimum wage under the Fair Labor Standards 12 Act, or the Illinois minimum wage under the Minimum Wage 13 Law, whichever is more, multiplied by 40 hours. This 14 percentage rate shall be increased by 10% for each spouse 15 and child, not to exceed 100% of the total minimum wage 16 calculation, nor to exceed 83 1/3% of the employee's 17 average weekly wage computed in accordance with the provisions of Section 10, whichever is less. 18

19 3. As used in this Section the term "child" means a 20 child of the employee including any child legally adopted 21 before the accident or whom at the time of the accident the 22 employee was under legal obligation to support or to whom 23 the employee stood in loco parentis, and who at the time of 24 the accident was under 18 years of age and not emancipated. 25 The term "children" means the plural of "child".

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4. All weekly compensation rates provided under

1 2 subparagraphs 1, 2 and 2.1 of this paragraph (b) of this Section shall be subject to the following limitations:

The maximum weekly compensation rate from July 1, 1975, except as hereinafter provided, shall be 100% of the State's average weekly wage in covered industries under the Unemployment Insurance Act, that being the wage that most closely approximates the State's average weekly wage.

8 The maximum weekly compensation rate, for the period 9 July 1, 1984, through June 30, 1987, except as hereinafter 10 provided, shall be \$293.61. Effective July 1, 1987 and on 11 July 1 of each year thereafter the maximum weekly 12 compensation rate, except as hereinafter provided, shall be determined as follows: if during the preceding 12 month 13 14 period there shall have been an increase in the State's average weekly wage in covered industries under the 15 16 Unemployment Insurance Act, the weekly compensation rate 17 shall be proportionately increased by the same percentage as the percentage of increase in the State's average weekly 18 19 in covered industries under the Unemployment waqe 20 Insurance Act during such period.

The maximum weekly compensation rate, for the period January 1, 1981 through December 31, 1983, except as hereinafter provided, shall be 100% of the State's average weekly wage in covered industries under the Unemployment Insurance Act in effect on January 1, 1981. Effective January 1, 1984 and on January 1, of each year thereafter

1 the maximum weekly compensation rate, except as 2 hereinafter provided, shall be determined as follows: if 3 during the preceding 12 month period there shall have been an increase in the State's average weekly wage in covered 4 5 industries under the Unemployment Insurance Act, the 6 weekly compensation rate shall be proportionately 7 increased by the same percentage as the percentage of 8 increase in the State's average weekly wage in covered 9 industries under the Unemployment Insurance Act during 10 such period.

11 From July 1, 1977 through June 30, 2016, and thereafter 12 such maximum weekly compensation rate in death cases under 13 Section 7, and permanent total disability cases under 14 paragraph (f) or subparagraph 18 of paragraph (3) of this 15 Section and for temporary total disability under paragraph 16 (b) of this Section and for amputation of a member or enucleation of an eye under paragraph (e) of this Section 17 shall be increased to 133-1/3% of the State's average 18 19 weekly wage in covered industries under the Unemployment 20 Insurance Act.

21 <u>From July 1, 2016 and thereafter, such maximum weekly</u> 22 <u>compensation rate in death cases under Section 7, and</u> 23 <u>permanent total disability cases under paragraph (f) or</u> 24 <u>subparagraph 18 of paragraph (3) of this Section and for</u> 25 <u>temporary total disability under paragraph (b) of this</u> 26 <u>Section and for amputation of a member or enucleation of an</u> eye under paragraph (e) of this Section shall be 100% of
 the State's average weekly wage in covered industries under
 the Unemployment Insurance Act.

For injuries occurring on or after February 1, 2006, the maximum weekly benefit under paragraph (d)1 of this Section shall be 100% of the State's average weekly wage in covered industries under the Unemployment Insurance Act.

Any provision herein 8 4.1. to the contrary 9 the weekly compensation notwithstanding, rate for 10 compensation payments under subparagraph 18 of paragraph 11 (e) of this Section and under paragraph (f) of this Section 12 and under paragraph (a) of Section 7 and for amputation of a member or enucleation of an eye under paragraph (e) of 13 14 this Section, shall in no event be less than 50% of the 15 State's average weekly wage in covered industries under the 16 Unemployment Insurance Act.

4.2. Any provision to the contrary notwithstanding,
the total compensation payable under Section 7 shall not
exceed the greater of \$400,000 \$500,000 or 20 25 years.

5. For the purpose of this Section this State's average weekly wage in covered industries under the Unemployment Insurance Act on July 1, 1975 is hereby fixed at \$228.16 per week and the computation of compensation rates shall be based on the aforesaid average weekly wage until modified as hereinafter provided.

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6. The Department of Employment Security of the State

shall on or before the first day of December, 1977, and on 1 2 or before the first day of June, 1978, and on the first day 3 of each December and June of each year thereafter, publish the State's average weekly wage in covered industries under 4 5 the Unemployment Insurance Act and the Illinois Workers' Compensation Commission shall on the 15th day of January, 6 7 1978 and on the 15th day of July, 1978 and on the 15th day 8 of each January and July of each year thereafter, post and 9 publish the State's average weekly wage in covered 10 industries under the Unemployment Insurance Act as last 11 determined and published by the Department of Employment 12 Security. The amount when so posted and published shall be 13 conclusive and shall be applicable as the basis of 14 computation of compensation rates until the next posting 15 and publication as aforesaid.

7. The payment of compensation by an employer or his
insurance carrier to an injured employee shall not
constitute an admission of the employer's liability to pay
compensation.

(c) For any serious and permanent disfigurement to the hand, head, face, neck, arm, leg below the knee or the chest above the axillary line, the employee is entitled to compensation for such disfigurement, the amount determined by agreement at any time or by arbitration under this Act, at a hearing not less than 6 months after the date of the accidental injury, which amount shall not exceed 150 weeks (if the

accidental injury occurs on or after the effective date of this 1 2 amendatory Act of the 94th General Assembly but before February 3 1, 2006) or 162 weeks (if the accidental injury occurs on or after February 1, 2006 but before the effective date of this 4 5 amendatory Act of the 99th General Assembly) or 150 weeks (if the accidental injury occurs on or after the effective date of 6 7 this amendatory Act of the 99th General Assembly) at the 8 applicable rate provided in subparagraph 2.1 of paragraph (b) 9 of this Section.

No compensation is payable under this paragraph where compensation is payable under paragraphs (d), (e) or (f) of this Section.

13 A duly appointed member of a fire department in a city, the 14 population of which exceeds 500,000 according to the last 15 federal or State census, is eligible for compensation under 16 this paragraph only where such serious and permanent 17 disfigurement results from burns.

(d) 1. If, after the accidental injury has been sustained, 18 19 the employee result thereof becomes partially as а 20 incapacitated from pursuing his usual and customary line of employment, he shall, except in cases compensated under the 21 22 specific schedule set forth in paragraph (e) of this Section, 23 receive compensation for the duration of his disability, subject to the limitations as to maximum amounts fixed in 24 paragraph (b) of this Section, equal to 66-2/3% of the 25 26 difference between the average amount which he would be able to

earn in the full performance of his duties in the occupation in 1 2 which he was engaged at the time of the accident and the average amount which he is earning or is able to earn in some 3 suitable employment or business after the accident. For 4 5 accidental injuries that occur on or after September 1, 2011, an award for wage differential under this subsection shall be 6 7 effective only until the employee reaches the age of 67 or 5 8 years from the date the award becomes final, whichever is 9 later.

10 2. If, as a result of the accident, the employee sustains 11 serious and permanent injuries not covered by paragraphs (c) 12 and (e) of this Section or having sustained injuries covered by the aforesaid paragraphs (c) and (e), he shall have sustained 13 in addition thereto other injuries which injuries do not 14 15 incapacitate him from pursuing the duties of his employment but 16 which would disable him from pursuing other suitable 17 occupations, or which have otherwise resulted in physical impairment; or if such injuries partially incapacitate him from 18 pursuing the duties of his usual and customary line of 19 20 employment but do not result in an impairment of earning capacity, or having resulted in an impairment of earning 21 22 capacity, the employee elects to waive his right to recover 23 under the foregoing subparagraph 1 of paragraph (d) of this Section then in any of the foregoing events, he shall receive 24 25 in addition to compensation for temporary total disability 26 under paragraph (b) of this Section, compensation at the rate

provided in subparagraph 2.1 of paragraph (b) of this Section 1 2 for that percentage of 500 weeks that the partial disability 3 resulting from the injuries covered by this paragraph bears to total disability. If the employee shall have sustained a 4 5 fracture of one or more vertebra or fracture of the skull, the amount of compensation allowed under this Section shall be not 6 7 less than 6 weeks for a fractured skull and 6 weeks for each 8 fractured vertebra, and in the event the employee shall have 9 sustained a fracture of any of the following facial bones: 10 nasal, lachrymal, vomer, zygoma, maxilla, palatine or 11 mandible, the amount of compensation allowed under this Section 12 shall be not less than 2 weeks for each such fractured bone, 13 and for a fracture of each transverse process not less than 3 14 weeks. In the event such injuries shall result in the loss of a 15 kidney, spleen or lung, the amount of compensation allowed 16 under this Section shall be not less than 10 weeks for each 17 such organ. Compensation awarded under this subparagraph 2 shall not take into consideration injuries covered under 18 19 paragraphs (c) and (e) of this Section and the compensation 20 provided in this paragraph shall not affect the employee's 21 right to compensation payable under paragraphs (b), (c) and (e) 22 of this Section for the disabilities therein covered.

(e) For accidental injuries in the following schedule, the employee shall receive compensation for the period of temporary total incapacity for work resulting from such accidental injury, under subparagraph 1 of paragraph (b) of this Section,

and shall receive in addition thereto compensation for a further period for the specific loss herein mentioned, but shall not receive any compensation under any other provisions of this Act. The following listed amounts apply to either the loss of or the permanent and complete loss of use of the member specified, such compensation for the length of time as follows:

1. Thumb-

70 weeks if the accidental injury occurs on or after the effective date of this amendatory Act of the 94th General Assembly but before February 1, 2006.

11 76 weeks if the accidental injury occurs on or
 12 after February 1, 2006 <u>but before the effective date of</u>
 13 <u>this amendatory Act of the 99th General Assembly.</u>

1470 weeks if the accidental injury occurs on or15after the effective date of this amendatory Act of the1699th General Assembly.

2. First, or index finger-

40 weeks if the accidental injury occurs on or
after the effective date of this amendatory Act of the
94th General Assembly but before February 1, 2006.

2143 weeks if the accidental injury occurs on or22after February 1, 2006 but before the effective date of23this amendatory Act of the 99th General Assembly.

2440 weeks if the accidental injury occurs on or25after the effective date of this amendatory Act of the2699th General Assembly.

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3. Second, or middle finger-1 35 weeks if the accidental injury occurs on or 2 after the effective date of this amendatory Act of the 3 94th General Assembly but before February 1, 2006. 4 5 38 weeks if the accidental injury occurs on or after February 1, 2006 but before the effective date of 6 7 this amendatory Act of the 99th General Assembly. 35 weeks if the accidental injury occurs on or 8 9 after the effective date of this amendatory Act of the 10 99th General Assembly. 11 4. Third, or ring finger-12 25 weeks if the accidental injury occurs on or 13 after the effective date of this amendatory Act of the 14 94th General Assembly but before February 1, 2006. 15 27 weeks if the accidental injury occurs on or 16 after February 1, 2006 but before the effective date of 17 this amendatory Act of the 99th General Assembly. 25 weeks if the accidental injury occurs on or 18 19 after the effective date of this amendatory Act of the 20 99th General Assembly. 21 5. Fourth, or little finger-22 20 weeks if the accidental injury occurs on or 23 after the effective date of this amendatory Act of the 24 94th General Assembly but before February 1, 2006. 25 22 weeks if the accidental injury occurs on or 26 after February 1, 2006 but before the effective date of

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1	this amendatory Act of the 99th General Assembly.		
2	20 weeks if the accidental injury occurs on or		
3	after the effective date of this amendatory Act of the		
4	99th General Assembly.		
5	6. Great toe-		
6	35 weeks if the accidental injury occurs on or		
7	after the effective date of this amendatory Act of the		
8	94th General Assembly but before February 1, 2006.		
9	38 weeks if the accidental injury occurs on or		
10	after February 1, 2006 but before the effective date of		
11	this amendatory Act of the 99th General Assembly.		
12	35 weeks if the accidental injury occurs on or		
13	after the effective date of this amendatory Act of the		
14	99th General Assembly.		
15	7. Each toe other than great toe-		
16	12 weeks if the accidental injury occurs on or		
17	after the effective date of this amendatory Act of the		
18	94th General Assembly but before February 1, 2006.		
19	13 weeks if the accidental injury occurs on or		
20	after February 1, 2006 but before the effective date of		
21	this amendatory Act of the 99th General Assembly.		
22	13 weeks if the accidental injury occurs on or		
23	after the effective date of this amendatory Act of the		
24	99th General Assembly.		
25	8. The loss of the first or distal phalanx of the thumb		
26	or of any finger or toe shall be considered to be equal to		

the loss of one-half of such thumb, finger or toe and the compensation payable shall be one-half of the amount above specified. The loss of more than one phalanx shall be considered as the loss of the entire thumb, finger or toe. In no case shall the amount received for more than one finger exceed the amount provided in this schedule for the loss of a hand.

8 9. Hand-

9 190 weeks if the accidental injury occurs on or
10 after the effective date of this amendatory Act of the
11 94th General Assembly but before February 1, 2006.

12205 weeks if the accidental injury occurs on or13after February 1, 2006 but before the effective date of14this amendatory Act of the 99th General Assembly.

15190 weeks if the accidental injury occurs on or16after the effective date of this amendatory Act of the1799th General Assembly.

190 weeks if the accidental injury occurs on or 18 19 after June 28, 2011 (the effective date of Public Act 20 97-18) and if the accidental injury involves carpal 21 tunnel syndrome due to repetitive or cumulative 22 trauma, in which case the permanent partial disability 23 shall not exceed 15% loss of use of the hand, except 24 for cause shown by clear and convincing evidence and in 25 which case the award shall not exceed 30% loss of use 26 of the hand.

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1 The loss of 2 or more digits, or one or more phalanges 2 of 2 or more digits, of a hand may be compensated on the 3 basis of partial loss of use of a hand, provided, further, 4 that the loss of 4 digits, or the loss of use of 4 digits, 5 in the same hand shall constitute the complete loss of a 6 hand.

10. Arm-

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235 weeks if the accidental injury occurs on or after the effective date of this amendatory Act of the 94th General Assembly but before February 1, 2006.

253 weeks if the accidental injury occurs on or
 after February 1, 2006 <u>but before the effective date of</u>
 this amendatory Act of the 99th General Assembly.

14235 weeks if the accidental injury occurs on or15after the effective date of this amendatory Act of the1699th General Assembly.

Where an accidental injury results in the amputation of 17 an arm below the elbow, such injury shall be compensated as 18 19 a loss of an arm. Where an accidental injury results in the 20 amputation of an arm above the elbow, compensation for an 21 additional 15 weeks (if the accidental injury occurs on or 22 after the effective date of this amendatory Act of the 94th 23 General Assembly but before February 1, 2006) or an 24 additional 17 weeks (if the accidental injury occurs on or 25 after February 1, 2006 but before the effective date of 26 this amendatory Act of the 99th General Assembly) or an - 22 - LRB099 16551 KTG 40887 b

1 additional 15 weeks (if the accidental injury occurs on or after the effective date of this amendatory Act of the 99th 2 3 General Assembly) shall be paid, except where the accidental injury results in the amputation of an arm at 4 5 the shoulder joint, or so close to shoulder joint that an artificial arm cannot be used, or results 6 in the 7 disarticulation of an arm at the shoulder joint, in which 8 case compensation for an additional 65 weeks (if the 9 accidental injury occurs on or after the effective date of 10 this amendatory Act of the 94th General Assembly but before 11 February 1, 2006) or an additional 70 weeks (if the 12 accidental injury occurs on or after February 1, 2006 but before the effective date of this amendatory Act of the 13 14 99th General Assembly) or an additional 65 weeks (if the accidental injury occurs on or after the effective date of 15 16 this amendatory Act of the 99th General Assembly) shall be 17 paid.

11. Foot-

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19 155 weeks if the accidental injury occurs on or
20 after the effective date of this amendatory Act of the
21 94th General Assembly but before February 1, 2006.

22167 weeks if the accidental injury occurs on or23after February 1, 2006 but before the effective date of24this amendatory Act of the 99th General Assembly.

25155 weeks if the accidental injury occurs on or26after the effective date of this amendatory Act of the

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#### 12. Leg-2 3 200 weeks if the accidental injury occurs on or after the effective date of this amendatory Act of the 4 5 94th General Assembly but before February 1, 2006. 6 215 weeks if the accidental injury occurs on or after February 1, 2006 but before the effective date of 7 this amendatory Act of the 99th General Assembly. 8 9 200 weeks if the accidental injury occurs on or 10 after the effective date of this amendatory Act of the 11 99th General Assembly. 12 Where an accidental injury results in the amputation of a leg below the knee, such injury shall be compensated as 13 14 loss of a leg. Where an accidental injury results in the 15 amputation of a leg above the knee, compensation for an 16 additional 25 weeks (if the accidental injury occurs on or after the effective date of this amendatory Act of the 94th 17 General Assembly but before February 1, 2006) or 18 an 19 additional 27 weeks (if the accidental injury occurs on or 20 after February 1, 2006 but before the effective date of

99th General Assembly.

21 <u>this amendatory Act of the 99th General Assembly</u>) or an 22 <u>additional 25 weeks (if the accidental injury occurs on or</u> 23 <u>after the effective date of this amendatory Act of the 99th</u> 24 <u>General Assembly</u> shall be paid, except where the 25 accidental injury results in the amputation of a leg at the 26 hip joint, or so close to the hip joint that an artificial

1 leg cannot be used, or results in the disarticulation of a 2 leg at the hip joint, in which case compensation for an 3 additional 75 weeks (if the accidental injury occurs on or after the effective date of this amendatory Act of the 94th 4 5 General Assembly but before February 1, 2006) or an 6 additional 81 weeks (if the accidental injury occurs on or 7 after February 1, 2006 but before the effective date of 8 this amendatory Act of the 99th General Assembly) or an 9 additional 75 weeks (if the accidental injury occurs on or 10 after the effective date of this amendatory Act of the 99th 11 General Assembly) shall be paid.

13. Eye-

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13 150 weeks if the accidental injury occurs on or
14 after the effective date of this amendatory Act of the
15 94th General Assembly but before February 1, 2006.

16 162 weeks if the accidental injury occurs on or
 17 after February 1, 2006 <u>but before the effective date of</u>
 18 <u>this amendatory Act of the 99th General Assembly.</u>

19150 weeks if the accidental injury occurs on or20after the effective date of this amendatory Act of the2199th General Assembly.

Where an accidental injury results in the enucleation of an eye, compensation for an additional 10 weeks (if the accidental injury occurs on or after the effective date of this amendatory Act of the 94th General Assembly but before February 1, 2006) or an additional 11 weeks (if the

accidental injury occurs on or after February 1, 2006 <u>but</u> <u>before the effective date of this amendatory Act of the</u> <u>99th General Assembly</u>) <u>or an additional 10 weeks (if the</u> <u>accidental injury occurs on or after the effective date of</u> <u>this amendatory Act of the 99th General Assembly</u>) shall be paid.

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14. Loss of hearing of one ear-

50 weeks if the accidental injury occurs on or after the effective date of this amendatory Act of the 94th General Assembly but before February 1, 2006.

1154 weeks if the accidental injury occurs on or12after February 1, 2006 but before the effective date of13this amendatory Act of the 99th General Assembly.

1450 weeks if the accidental injury occurs on or15after the effective date of this amendatory Act of the1699th General Assembly.

Total and permanent loss of hearing of both ears-

200 weeks if the accidental injury occurs on or
after the effective date of this amendatory Act of the
94th General Assembly but before February 1, 2006.

21215 weeks if the accidental injury occurs on or22after February 1, 2006 but before the effective date of23this amendatory Act of the 99th General Assembly.

24200 weeks if the accidental injury occurs on or25after the effective date of this amendatory Act of the2699th General Assembly.

15. Testicle-1 2 50 weeks if the accidental injury occurs on or after the effective date of this amendatory Act of the 3 94th General Assembly but before February 1, 2006. 4 5 54 weeks if the accidental injury occurs on or after February 1, 2006 but before the effective date of 6 7 this amendatory Act of the 99th General Assembly. 50 weeks if the accidental injury occurs on or 8 after the effective date of this amendatory Act of the 9 10 99th General Assembly. 11 Both testicles-12 150 weeks if the accidental injury occurs on or after the effective date of this amendatory Act of the 13 14 94th General Assembly but before February 1, 2006. 15 162 weeks if the accidental injury occurs on or 16 after February 1, 2006 but before the effective date of this amendatory Act of the 99th General Assembly. 17 18 150 weeks if the accidental injury occurs on or 19 after the effective date of this amendatory Act of the 99th General Assembly. 20 21 16. For the permanent partial loss of use of a member 22 or sight of an eye, or hearing of an ear, compensation 23 during that proportion of the number of weeks in the 24 foregoing schedule provided for the loss of such member or 25 sight of an eye, or hearing of an ear, which the partial 26 loss of use thereof bears to the total loss of use of such

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member, or sight of eye, or hearing of an ear.

2 (a) Loss of hearing for compensation purposes 3 shall be confined to the frequencies of 1,000, 2,000 4 and 3,000 cycles per second. Loss of hearing ability 5 for frequency tones above 3,000 cycles per second are 6 not to be considered as constituting disability for 7 hearing.

(b) The percent of hearing loss, for purposes of 8 9 determination of compensation claims the for 10 occupational deafness, shall be calculated as the 11 average in decibels for the thresholds of hearing for 12 the frequencies of 1,000, 2,000 and 3,000 cycles per Pure 13 tone air conduction audiometric second. 14 instruments, approved by nationally recognized 15 authorities in this field, shall be used for measuring 16 hearing loss. If the losses of hearing average 30 17 decibels or less in the 3 frequencies, such losses of hearing shall not then constitute any compensable 18 19 hearing disability. If the losses of hearing average 85 20 decibels or more in the 3 frequencies, then the same shall constitute and be total or 100% compensable 21 22 hearing loss.

(c) In measuring hearing impairment, the lowest
 measured losses in each of the 3 frequencies shall be
 added together and divided by 3 to determine the
 average decibel loss. For every decibel of loss

exceeding 30 decibels an allowance of 1.82% shall be made up to the maximum of 100% which is reached at 85 decibels.

4 (d) If a hearing loss is established to have 5 existed on July 1, 1975 by audiometric testing the 6 employer shall not be liable for the previous loss so 7 established nor shall he be liable for any loss for 8 which compensation has been paid or awarded.

9 (e) No consideration shall be given to the question 10 of whether or not the ability of an employee to 11 understand speech is improved by the use of a hearing 12 aid.

(f) No claim for loss of hearing due to industrial noise shall be brought against an employer or allowed unless the employee has been exposed for a period of time sufficient to cause permanent impairment to noise levels in excess of the following:

18 Sound Level DBA

19	Slow Response	Hours Per Day
20	90	8
21	92	6
22	95	4
23	97	3
24	100	2
25	102	1-1/2
26	105	1

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110	1/2
115	1/4

3 This subparagraph (f) shall not be applied in cases of 4 hearing loss resulting from trauma or explosion.

5 17. In computing the compensation to be paid to any 6 employee who, before the accident for which he claims 7 compensation, had before that time sustained an injury resulting in the loss by amputation or partial loss by 8 amputation of any member, including hand, arm, thumb or 9 10 fingers, leg, foot or any toes, such loss or partial loss of any such member shall be deducted from any award made 11 for the subsequent injury. For the permanent loss of use or 12 the permanent partial loss of use of any such member or the 13 partial loss of sight of an eye, for which compensation has 14 15 been paid, then such loss shall be taken into consideration 16 and deducted from any award for the subsequent injury.

17 18. The specific case of loss of both hands, both arms, 18 or both feet, or both legs, or both eyes, or of any two 19 thereof, or the permanent and complete loss of the use 20 thereof, constitutes total and permanent disability, to be 21 compensated according to the compensation fixed by 22 paragraph (f) of this Section. These specific cases of 23 total and permanent disability do not exclude other cases.

Any employee who has previously suffered the loss or permanent and complete loss of the use of any of such members, and in a subsequent independent accident loses

another or suffers the permanent and complete loss of the use of any one of such members the employer for whom the injured employee is working at the time of the last independent accident is liable to pay compensation only for the loss or permanent and complete loss of the use of the member occasioned by the last independent accident.

7 19. In a case of specific loss and the subsequent death 8 of such injured employee from other causes than such injury 9 leaving a widow, widower, or dependents surviving before 10 payment or payment in full for such injury, then the amount 11 due for such injury is payable to the widow or widower and, 12 if there be no widow or widower, then to such dependents, 13 in the proportion which such dependency bears to total 14 dependency.

Beginning July 1, 1980, and every 6 months thereafter, the 15 16 Commission shall examine the Second Injury Fund and when, after 17 deducting all advances or loans made to such Fund, the amount therein is \$500,000 then the amount required to be paid by 18 19 employers pursuant to paragraph (f) of Section 7 shall be 20 reduced by one-half. When the Second Injury Fund reaches the 21 sum of \$600,000 then the payments shall cease entirely. 22 However, when the Second Injury Fund has been reduced to 23 \$400,000, payment of one-half of the amounts required by 24 paragraph (f) of Section 7 shall be resumed, in the manner 25 herein provided, and when the Second Injury Fund has been 26 reduced to \$300,000, payment of the full amounts required by paragraph (f) of Section 7 shall be resumed, in the manner herein provided. The Commission shall make the changes in payment effective by general order, and the changes in payment become immediately effective for all cases coming before the Commission thereafter either by settlement agreement or final order, irrespective of the date of the accidental injury.

7 On August 1, 1996 and on February 1 and August 1 of each 8 subsequent year, the Commission shall examine the special fund 9 designated as the "Rate Adjustment Fund" and when, after 10 deducting all advances or loans made to said fund, the amount 11 therein is \$4,000,000, the amount required to be paid by 12 employers pursuant to paragraph (f) of Section 7 shall be 13 reduced by one-half. When the Rate Adjustment Fund reaches the sum of \$5,000,000 the payment therein shall cease entirely. 14 15 However, when said Rate Adjustment Fund has been reduced to 16 \$3,000,000 the amounts required by paragraph (f) of Section 7 17 shall be resumed in the manner herein provided.

(f) In case of complete disability, which renders the employee wholly and permanently incapable of work, or in the specific case of total and permanent disability as provided in subparagraph 18 of paragraph (e) of this Section, compensation shall be payable at the rate provided in subparagraph 2 of paragraph (b) of this Section for life.

An employee entitled to benefits under paragraph (f) of this Section shall also be entitled to receive from the Rate Adjustment Fund provided in paragraph (f) of Section 7 of the

supplementary benefits provided in paragraph (g) of this
 Section 8.

If any employee who receives an award under this paragraph 3 afterwards returns to work or is able to do so, and earns or is 4 5 able to earn as much as before the accident, payments under such award shall cease. If such employee returns to work, or is 6 7 able to do so, and earns or is able to earn part but not as much 8 as before the accident, such award shall be modified so as to 9 conform to an award under paragraph (d) of this Section. If 10 such award is terminated or reduced under the provisions of 11 this paragraph, such employees have the right at any time 12 within 30 months after the date of such termination or 13 reduction to file petition with the Commission for the purpose of determining whether any disability exists as a result of the 14 15 original accidental injury and the extent thereof.

Disability as enumerated in subdivision 18, paragraph (e) of this Section is considered complete disability.

If an employee who had previously incurred loss or the 18 permanent and complete loss of use of one member, through the 19 20 loss or the permanent and complete loss of the use of one hand, one arm, one foot, one leg, or one eye, incurs permanent and 21 22 complete disability through the loss or the permanent and 23 complete loss of the use of another member, he shall receive, in addition to the compensation payable by the employer and 24 25 after such payments have ceased, an amount from the Second 26 Injury Fund provided for in paragraph (f) of Section 7, which,

together with the compensation payable from the employer in whose employ he was when the last accidental injury was incurred, will equal the amount payable for permanent and complete disability as provided in this paragraph of this Section.

6 The custodian of the Second Injury Fund provided for in 7 paragraph (f) of Section 7 shall be joined with the employer as 8 a party respondent in the application for adjustment of claim. 9 The application for adjustment of claim shall state briefly and 10 in general terms the approximate time and place and manner of 11 the loss of the first member.

12 In its award the Commission or the Arbitrator shall specifically find the amount the injured employee shall be 13 14 weekly paid, the number of weeks compensation which shall be 15 paid by the employer, the date upon which payments begin out of 16 the Second Injury Fund provided for in paragraph (f) of Section 17 7 of this Act, the length of time the weekly payments continue, the date upon which the pension payments commence and the 18 19 monthly amount of the payments. The Commission shall 30 days 20 after the date upon which payments out of the Second Injury Fund have begun as provided in the award, and every month 21 22 thereafter, prepare and submit to the State Comptroller a 23 voucher for payment for all compensation accrued to that date 24 at the rate fixed by the Commission. The State Comptroller 25 shall draw a warrant to the injured employee along with a 26 receipt to be executed by the injured employee and returned to

the Commission. The endorsed warrant and receipt is a full and complete acquittance to the Commission for the payment out of the Second Injury Fund. No other appropriation or warrant is necessary for payment out of the Second Injury Fund. The Second Injury Fund is appropriated for the purpose of making payments according to the terms of the awards.

As of July 1, 1980 to July 1, 1982, all claims against and obligations of the Second Injury Fund shall become claims against and obligations of the Rate Adjustment Fund to the extent there is insufficient money in the Second Injury Fund to pay such claims and obligations. In that case, all references to "Second Injury Fund" in this Section shall also include the Rate Adjustment Fund.

(g) Every award for permanent total disability entered by 14 the Commission on and after July 1, 1965 under which 15 16 compensation payments shall become due and payable after the 17 effective date of this amendatory Act, and every award for death benefits or permanent total disability entered by the 18 Commission on and after the effective date of this amendatory 19 20 Act shall be subject to annual adjustments as to the amount of the compensation rate therein provided. Such adjustments shall 21 22 first be made on July 15, 1977, and all awards made and entered 23 prior to July 1, 1975 and on July 15 of each year thereafter. In all other cases such adjustment shall be made on July 15 of 24 25 the second year next following the date of the entry of the 26 award and shall further be made on July 15 annually thereafter.

If during the intervening period from the date of the entry of 1 2 the award, or the last periodic adjustment, there shall have 3 been an increase in the State's average weekly wage in covered industries under the Unemployment Insurance Act, the weekly 4 5 compensation rate shall be proportionately increased by the same percentage as the percentage of increase in the State's 6 7 weekly wage in covered industries under average the 8 Unemployment Insurance Act. The increase in the compensation 9 rate under this paragraph shall in no event bring the total 10 compensation rate to an amount greater than the prevailing 11 maximum rate at the time that the annual adjustment is made. 12 Such increase shall be paid in the same manner as herein provided for payments under the Second Injury Fund to the 13 14 injured employee, or his dependents, as the case may be, out of 15 the Rate Adjustment Fund provided in paragraph (f) of Section 7 16 of this Act. Payments shall be made at the same intervals as 17 provided in the award or, at the option of the Commission, may be made in quarterly payment on the 15th day of January, April, 18 19 July and October of each year. In the event of a decrease in 20 such average weekly wage there shall be no change in the then existing compensation rate. The within paragraph shall not 21 22 apply to cases where there is disputed liability and in which a 23 compromise lump sum settlement between the employer and the 24 injured employee, or his dependents, as the case may be, has 25 been duly approved by the Illinois Workers' Compensation 26 Commission.

Provided, that in cases of awards entered by the Commission 1 2 for injuries occurring before July 1, 1975, the increases in 3 the compensation rate adjusted under the foregoing provision of this paragraph (g) shall be limited to increases in the State's 4 5 average weekly wage in covered industries under the 6 Unemployment Insurance Act occurring after July 1, 1975.

7 For every accident occurring on or after July 20, 2005 but 8 before the effective date of this amendatory Act of the 94th 9 General Assembly (Senate Bill 1283 of the 94th General 10 Assembly), the annual adjustments to the compensation rate in 11 awards for death benefits or permanent total disability, as 12 provided in this Act, shall be paid by the employer. The 13 adjustment shall be made by the employer on July 15 of the 14 second year next following the date of the entry of the award 15 and shall further be made on July 15 annually thereafter. If 16 during the intervening period from the date of the entry of the 17 award, or the last periodic adjustment, there shall have been an increase in the State's average weekly wage in covered 18 19 industries under the Unemployment Insurance Act, the employer 20 shall increase the weekly compensation rate proportionately by 21 the same percentage as the percentage of increase in the 22 State's average weekly wage in covered industries under the 23 Unemployment Insurance Act. The increase in the compensation 24 rate under this paragraph shall in no event bring the total 25 compensation rate to an amount greater than the prevailing 26 maximum rate at the time that the annual adjustment is made. In

the event of a decrease in such average weekly wage there shall 1 2 be no change in the then existing compensation rate. Such 3 increase shall be paid by the employer in the same manner and at the same intervals as the payment of compensation in the 4 5 award. This paragraph shall not apply to cases where there is disputed liability and in which a compromise lump 6 sum 7 settlement between the employer and the injured employee, or 8 his or her dependents, as the case may be, has been duly 9 approved by the Illinois Workers' Compensation Commission.

10 The annual adjustments for every award of death benefits or 11 permanent total disability involving accidents occurring 12 before July 20, 2005 and accidents occurring on or after the 13 effective date of this amendatory Act of the 94th General 14 Assembly (Senate Bill 1283 of the 94th General Assembly) shall 15 continue to be paid from the Rate Adjustment Fund pursuant to 16 this paragraph and Section 7(f) of this Act.

17 (h) In case death occurs from any cause before the total compensation to which the employee would have been entitled has 18 19 been paid, then in case the employee leaves any widow, widower, 20 child, parent (or any grandchild, grandparent or other lineal 21 heir or any collateral heir dependent at the time of the 22 accident upon the earnings of the employee to the extent of 50% 23 or more of total dependency) such compensation shall be paid to the beneficiaries of the deceased employee and distributed as 24 25 provided in paragraph (g) of Section 7.

(h-1) In case an injured employee is under legal disability

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at the time when any right or privilege accrues to him or her 1 2 under this Act, a guardian may be appointed pursuant to law, 3 and may, on behalf of such person under legal disability, claim and exercise any such right or privilege with the same effect 4 5 as if the employee himself or herself had claimed or exercised the right or privilege. No limitations of time provided by this 6 Act run so long as the employee who is under legal disability 7 8 is without a conservator or guardian.

9 (i) In case the injured employee is under 16 years of age 10 at the time of the accident and is illegally employed, the 11 amount of compensation payable under paragraphs (b), (c), (d), 12 (e) and (f) of this Section is increased 50%.

However, where an employer has on file an employment certificate issued pursuant to the Child Labor Law or work permit issued pursuant to the Federal Fair Labor Standards Act, as amended, or a birth certificate properly and duly issued, such certificate, permit or birth certificate is conclusive evidence as to the age of the injured minor employee for the purposes of this Section.

Nothing herein contained repeals or amends the provisions of the Child Labor Law relating to the employment of minors under the age of 16 years.

(j) 1. In the event the injured employee receives benefits, including medical, surgical or hospital benefits under any group plan covering non-occupational disabilities contributed to wholly or partially by the employer, which benefits should

not have been payable if any rights of recovery existed under 1 this Act, then such amounts so paid to the employee from any 2 such group plan as shall be consistent with, and limited to, 3 the provisions of paragraph 2 hereof, shall be credited to or 4 5 against any compensation payment for temporary total incapacity for work or any medical, surgical or hospital 6 7 benefits made or to be made under this Act. In such event, the period of time for giving notice of accidental injury and 8 9 filing application for adjustment of claim does not commence to 10 run until the termination of such payments. This paragraph does 11 not apply to payments made under any group plan which would 12 have been payable irrespective of an accidental injury under 13 this Act. Any employer receiving such credit shall keep such 14 employee safe and harmless from any and all claims or 15 liabilities that may be made against him by reason of having 16 received such payments only to the extent of such credit.

17 Any excess benefits paid to or on behalf of a State employee by the State Employees' Retirement System under 18 Article 14 of the Illinois Pension Code on a death claim or 19 disputed disability claim shall be credited against any 20 payments made or to be made by the State of Illinois to or on 21 22 behalf of such employee under this Act, except for payments for 23 medical expenses which have already been incurred at the time of the award. The State of Illinois shall directly reimburse 24 25 the State Employees' Retirement System to the extent of such 26 credit.

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2. Nothing contained in this Act shall be construed to give 1 2 the employer or the insurance carrier the right to credit for 3 any benefits or payments received by the employee other than compensation payments provided by this Act, and where the 4 5 employee receives payments other than compensation payments, 6 whether as full or partial salary, group insurance benefits, 7 bonuses, annuities or any other payments, the employer or insurance carrier shall receive credit for each such payment 8 9 only to the extent of the compensation that would have been 10 payable during the period covered by such payment.

11 3. The extension of time for the filing of an Application 12 for Adjustment of Claim as provided in paragraph 1 above shall 13 not apply to those cases where the time for such filing had expired prior to the date on which payments or benefits 14 enumerated herein have been initiated or resumed. Provided 15 16 however that this paragraph 3 shall apply only to cases wherein 17 the payments or benefits hereinabove enumerated shall be received after July 1, 1969. 18

19 (Source: P.A. 97-18, eff. 6-28-11; 97-268, eff. 8-8-11; 97-813,
20 eff. 7-13-12.)