As Passed by the House

133rd General Assembly

Regular Session 2019-2020

Sub. H. B. No. 308

Representative Patton

Cosponsors: Representatives Boggs, DeVitis, LaRe, Sweeney, Abrams, Baldridge, Blair, Boyd, Brent, Brown, Butler, Callender, Carfagna, Carruthers, Cera, Clites, Crawley, Cross, Crossman, Denson, Edwards, Galonski, Ghanbari, Greenspan, Grendell, Hicks-Hudson, Hillyer, Howse, Ingram, Jones, Kelly, Leland, Lepore-Hagan, Lightbody, Liston, Manning, D., Manning, G., Miller, J., Miranda, O'Brien, Oelslager, Patterson, Perales, Plummer, Richardson, Robinson, Rogers, Russo, Sheehy, Skindell, Smith, K., Sobecki, Stein, Stephens, Strahorn, Swearingen, Sykes, Upchurch, Weinstein, West

A BILL

То	amend sections 4123.01, 4123.026, and 4123.46	1
	and to enact sections 145.364, 742.391,	2
	3309.402, 4123.87, and 5505.182 of the Revised	3
	Code concerning workers' compensation and	4
	disability retirement for peace officers,	5
	firefighters, and emergency medical workers	6
	diagnosed with post-traumatic stress disorder	7
	arising from employment without an accompanying	8
	physical injury.	9

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF OHIO:

Section 1. That sections 4123.01, 4123.026, and 4123.46 be	10
amended and sections 145.364, 742.391, 3309.402, 4123.87, and	11
5505.182 of the Revised Code be enacted to read as follows:	12
Sec 145 364 Upon determining that a member's post-	13

traumatic stress disorder, without an accompanying physical	14
injury, qualifies that member for a disability benefit under	15
section 145.36 or 145.361 of the Revised Code, the public	16
employees retirement board, notwithstanding the exceptions to	17
public inspection in division (A)(2) of section 145.27 of the	18
Revised Code or the privileges contained in division (B) of that	19
section, shall notify the administrator of workers' compensation	20
of all of the following:	21
(A) The name of the member;	22
(B) That the member's post-traumatic stress disorder,	23
without an accompanying physical injury, qualifies that member	24
for a disability benefit under section 145.36 or 145.361 of the	25
Revised Code;	26
(C) The effective date of the member's disability benefit;	27
(D) The date that payments for the member's disability	28
benefit commence.	29
Sec. 742.391. Upon determining that a member's post-	30
traumatic stress disorder, without an accompanying physical	31
injury, qualifies that member for a disability benefit under	32
section 742.38 or 742.39 of the Revised Code, the board of	33
trustees of the Ohio police and fire pension fund,	34
notwithstanding the exceptions to public inspection in division	35
(B) of section 742.41 of the Revised Code or the privileges	36
contained in division (C) of that section, shall notify the	37
administrator of workers' compensation of all of the following:	38
(A) The name of the member;	39
(B) That the member's post-traumatic stress disorder,	40
without an accompanying physical injury, qualifies that member	41
for a disability benefit under section 742.38 or 742.39 of the	42

police and fire departments of municipal corporations and

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townships, whether paid or volunteer, and wherever serving	70
within the state or on temporary assignment outside thereof, and	71
executive officers of boards of education, under any appointment	72
or contract of hire, express or implied, oral or written,	73
including any elected official of the state, or of any county,	74
municipal corporation, or township, or members of boards of	75
education.	76
As used in division (A)(1)(a) of this section, the term	77
"employee" includes the following persons when responding to an	78
inherently dangerous situation that calls for an immediate	79
response on the part of the person, regardless of whether the	80
person is within the limits of the jurisdiction of the person's	81
regular employment or voluntary service when responding, on the	82
condition that the person responds to the situation as the	83
person otherwise would if the person were on duty in the	84
person's jurisdiction:	85
(i) Off-duty peace officers. As used in division (A)(1)(a)	86
(i) of this section, "peace officer" has the same meaning as in-	87
section 2935.01 of the Revised Code.;	88
(ii) Off-duty firefighters, whether paid or volunteer, of	89
a lawfully constituted fire department.;	90
(iii) Off-duty first responders, emergency medical	91
technicians basic, emergency medical technicians intermediate,	92
or emergency medical technicians paramedic, whether paid or	93
volunteer, emergency medical workers of an ambulance service	94
organization or emergency medical service organization—pursuant—	95
to Chapter 4765. of the Revised Code.	96

(b) Every person in the service of any person, firm, or

private corporation, including any public service corporation,

that (i) employs one or more persons regularly in the same	99
business or in or about the same establishment under any	100
contract of hire, express or implied, oral or written, including	101
aliens and minors, household workers who earn one hundred sixty	102
dollars or more in cash in any calendar quarter from a single	103
household and casual workers who earn one hundred sixty dollars	104
or more in cash in any calendar quarter from a single employer,	105
or (ii) is bound by any such contract of hire or by any other	106
written contract, to pay into the state insurance fund the	107
premiums provided by this chapter.	108
(c) Every person who performs labor or provides services	109
pursuant to a construction contract, as defined in section	110
4123.79 of the Revised Code, if at least ten of the following	111
criteria apply:	112
(i) The person is required to comply with instructions	113
from the other contracting party regarding the manner or method	114
of performing services;	115
(ii) The person is required by the other contracting party	116
to have particular training;	117
(iii) The person's services are integrated into the	118
regular functioning of the other contracting party;	119
(iv) The person is required to perform the work	120
personally;	121
(v) The person is hired, supervised, or paid by the other	122
contracting party;	123
(vi) A continuing relationship exists between the person	124
and the other contracting party that contemplates continuing or	125

recurring work even if the work is not full time;

(xix) The other contracting party has a right to discharge

the person;

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(xx) The person has the right to end the relationship with
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the other contracting party without incurring liability pursuant
to an employment contract or agreement.
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Every person in the service of any independent contractor 156 or subcontractor who has failed to pay into the state insurance 157 fund the amount of premium determined and fixed by the 158 administrator of workers' compensation for the person's 159 employment or occupation or who is a self-insuring employer and 160 who has failed to pay compensation and benefits directly to the 161 162 employer's injured and to the dependents of the employer's 163 killed employees as required by section 4123.35 of the Revised Code, shall be considered as the employee of the person who has 164 entered into a contract, whether written or verbal, with such 165 independent contractor unless such employees or their legal 166 representatives or beneficiaries elect, after injury or death, 167 to regard such independent contractor as the employer. 168

- (d) Every person who operates a vehicle or vessel in the performance of services for or on behalf of a motor carrier transporting property, unless all of the following factors apply to the person:
- (i) The person owns the vehicle or vessel that is used in performing the services for or on behalf of the carrier, or the person leases the vehicle or vessel under a bona fide lease agreement that is not a temporary replacement lease agreement. For purposes of this division, a bona fide lease agreement does not include an agreement between the person and the motor carrier transporting property for which, or on whose behalf, the person provides services.
- (ii) The person is responsible for supplying the necessary

 personal services to operate the vehicle or vessel used to

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provide the service.	183
(iii) The compensation paid to the person is based on	184
factors related to work performed, including on a mileage-based	185
rate or a percentage of any schedule of rates, and not solely on	186
the basis of the hours or time expended.	187
(iv) The person substantially controls the means and	188
manner of performing the services, in conformance with	189
regulatory requirements and specifications of the shipper.	190
(v) The person enters into a written contract with the	191
carrier for whom the person is performing the services that	192
describes the relationship between the person and the carrier to	193
be that of an independent contractor and not that of an	194
employee.	195
(vi) The person is responsible for substantially all of	196
the principal operating costs of the vehicle or vessel and	197
equipment used to provide the services, including maintenance,	198
fuel, repairs, supplies, vehicle or vessel insurance, and	199
personal expenses, except that the person may be paid by the	200
carrier the carrier's fuel surcharge and incidental costs,	201
including tolls, permits, and lumper fees.	202
(vii) The person is responsible for any economic loss or	203
economic gain from the arrangement with the carrier.	204
(2) "Employee" does not mean any of the following:	205
(a) A duly ordained, commissioned, or licensed minister or	206
assistant or associate minister of a church in the exercise of	207
ministry;	208
(b) Any officer of a family farm corporation;	209
(c) An individual incorporated as a corporation;	210

(d) An officer of a nonprofit corporation, as defined in	211
section 1702.01 of the Revised Code, who volunteers the person's	212
services as an officer;	213
(e) An individual who otherwise is an employee of an	214
employer but who signs the waiver and affidavit specified in	215
section 4123.15 of the Revised Code on the condition that the	216
administrator has granted a waiver and exception to the	217
individual's employer under section 4123.15 of the Revised Code;	218
(f)(i) A qualifying employee described in division (A)(14)	219
(a) of section 5703.94 of the Revised Code when the qualifying	220
employee is performing disaster work in this state during a	221
disaster response period pursuant to a qualifying solicitation	222
received by the employee's employer;	223
(ii) A qualifying employee described in division (A)(14)	224
(b) of section 5703.94 of the Revised Code when the qualifying	225
employee is performing disaster work in this state during a	226
disaster response period on critical infrastructure owned or	227
used by the employee's employer;	228
(iii) As used in division (A)(2)(f) of this section,	229
"critical infrastructure," "disaster response period," "disaster	230
work," and "qualifying employee" have the same meanings as in	231
section 5703.94 of the Revised Code.	232
Any employer may elect to include as an "employee" within	233
this chapter, any person excluded from the definition of	234
"employee" pursuant to division (A)(1)(d) or (A)(2)(a), (b),	235
(c), or (e) of this section in accordance with rules adopted by	236
the administrator, with the advice and consent of the bureau of	237
workers' compensation board of directors. If an employer is a	238
partnership, sole proprietorship, individual incorporated as a	239

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corporation, or family farm corporation, such employer may elect	240
to include as an "employee" within this chapter, any member of	241
such partnership, the owner of the sole proprietorship, the	242
individual incorporated as a corporation, or the officers of the	243
family farm corporation. Nothing in this section shall prohibit	244
a partner, sole proprietor, or any person excluded from the	245
definition of "employee" pursuant to division (A)(2)(a), (b),	246
(c), or (e) of this section from electing to be included as an	247
"employee" under this chapter in accordance with rules adopted	248
by the administrator, with the advice and consent of the board.	249

In the event of an election, the employer or person electing coverage shall serve upon the bureau of workers' compensation written notice naming the person to be covered and include the person's remuneration for premium purposes in all future payroll reports. No partner, sole proprietor, or person excluded from the definition of "employee" pursuant to division (A)(1)(d) or (A)(2)(a), (b), (c), or (e) of this section, shall receive benefits or compensation under this chapter until the bureau receives written notice of the election permitted by this section.

For informational purposes only, the bureau shall 260 261 prescribe such language as it considers appropriate, on such of its forms as it considers appropriate, to advise employers of 262 their right to elect to include as an "employee" within this 263 chapter a sole proprietor, any member of a partnership, or a 264 person excluded from the definition of "employee" under division 265 (A) (1) (d) or (A) (2) (a), (b), (c), or (e) of this section, that 266 they should check any health and disability insurance policy, or 267 other form of health and disability plan or contract, presently 268 covering them, or the purchase of which they may be considering, 269 to determine whether such policy, plan, or contract excludes 270

benefits for illness or injury that they might have elected to	271
have covered by workers' compensation.	272
(B)(1) "Employer" means:	273
(a) The state, including state hospitals, each county,	274
municipal corporation, township, school district, and hospital	275
owned by a political subdivision or subdivisions other than the	276
state;	277
(b) Every person, firm, professional employer	278
organization, and private corporation, including any public	279
service corporation, that (i) has in service one or more	280
employees or shared employees regularly in the same business or	281
in or about the same establishment under any contract of hire,	282
express or implied, oral or written, or (ii) is bound by any	283
such contract of hire or by any other written contract, to pay	284
into the insurance fund the premiums provided by this chapter.	285
All such employers are subject to this chapter. Any member	286
of a firm or association, who regularly performs manual labor in	287
or about a mine, factory, or other establishment, including a	288
household establishment, shall be considered an employee in	289
determining whether such person, firm, or private corporation,	290
or public service corporation, has in its service, one or more	291
employees and the employer shall report the income derived from	292
such labor to the bureau as part of the payroll of such	293
employer, and such member shall thereupon be entitled to all the	294
benefits of an employee.	295
(2) "Employer" does not include a franchisor with respect	296
to the franchisor's relationship with a franchisee or an	297
employee of a franchisee, unless the franchisor agrees to assume	298

that role in writing or a court of competent jurisdiction

determines that the franchisor exercises a type or degree of	300
control over the franchisee or the franchisee's employees that	301
is not customarily exercised by a franchisor for the purpose of	302
protecting the franchisor's trademark, brand, or both. For	303
purposes of this division, "franchisor" and "franchisee" have	304
the same meanings as in 16 C.F.R. 436.1.	305
(C) "Injury" includes any injury, whether caused by	306
external accidental means or accidental in character and result,	307
received in the course of, and arising out of, the injured	308
employee's employment. "Injury" does not include:	309
(1) Psychiatric conditions except where as follows:	310
(a) Where the claimant's psychiatric conditions have	311
arisen from an injury or occupational disease sustained by that	312
claimant or where ;	313
(b) Where the claimant's psychiatric conditions have	314
arisen from sexual conduct in which the claimant was forced by	315
threat of physical harm to engage or participate;	316
(c) Where the claimant is a peace officer, firefighter, or	317
<pre>emergency medical worker and is diagnosed with post-traumatic</pre>	318
stress disorder that has been received in the course of, and has	319
arisen out of, the claimant's employment as a peace officer,	320
firefighter, or emergency medical worker.	321
(2) Injury or disability caused primarily by the natural	322
deterioration of tissue, an organ, or part of the body;	323
(3) Injury or disability incurred in voluntary	324
participation in an employer-sponsored recreation or fitness	325
activity if the employee signs a waiver of the employee's right	326
to compensation or benefits under this chapter prior to engaging	327
in the recreation or fitness activity;	328

- (4) A condition that pre-existed an injury unless that 329 pre-existing condition is substantially aggravated by the 330 injury. Such a substantial aggravation must be documented by 331 objective diagnostic findings, objective clinical findings, or 332 objective test results. Subjective complaints may be evidence of 333 such a substantial aggravation. However, subjective complaints 334 without objective diagnostic findings, objective clinical 335 findings, or objective test results are insufficient to 336 substantiate a substantial aggravation. 337
- (D) "Child" includes a posthumous child and a child legally adopted prior to the injury.
- (E) "Family farm corporation" means a corporation founded 340 for the purpose of farming agricultural land in which the 341 majority of the voting stock is held by and the majority of the 342 stockholders are persons or the spouse of persons related to 343 each other within the fourth degree of kinship, according to the 344 rules of the civil law, and at least one of the related persons 345 is residing on or actively operating the farm, and none of whose 346 stockholders are a corporation. A family farm corporation does 347 not cease to qualify under this division where, by reason of any 348 devise, bequest, or the operation of the laws of descent or 349 distribution, the ownership of shares of voting stock is 350 transferred to another person, as long as that person is within 351 the degree of kinship stipulated in this division. 352
- (F) "Occupational disease" means a disease contracted in

 the course of employment, which by its causes and the

 characteristics of its manifestation or the condition of the

 employment results in a hazard which distinguishes the

 employment in character from employment generally, and the

 employment creates a risk of contracting the disease in greater

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degree and in a different manner from the public in general. 359 (G) "Self-insuring employer" means an employer who is 360 granted the privilege of paying compensation and benefits 361 directly under section 4123.35 of the Revised Code, including a 362 board of county commissioners for the sole purpose of 363 constructing a sports facility as defined in section 307.696 of 364 the Revised Code, provided that the electors of the county in 365 which the sports facility is to be built have approved 366 construction of a sports facility by ballot election no later 367 than November 6, 1997. 368 (H) "Private employer" means an employer as defined in 369 division (B)(1)(b) of this section. 370 (I) "Professional employer organization" has the same 371 meaning as in section 4125.01 of the Revised Code. 372 (J) "Public employer" means an employer as defined in 373 division (B)(1)(a) of this section. 374 (K) "Sexual conduct" means vaginal intercourse between a 375 male and female; anal intercourse, fellatio, and cunnilingus 376 between persons regardless of gender; and, without privilege to 377 do so, the insertion, however slight, of any part of the body or 378 any instrument, apparatus, or other object into the vaginal or 379 anal cavity of another. Penetration, however slight, is 380 sufficient to complete vaginal or anal intercourse. 381 (L) "Other-states' insurer" means an insurance company 382 that is authorized to provide workers' compensation insurance 383 coverage in any of the states that permit employers to obtain 384 insurance for workers' compensation claims through insurance 385 386 companies.

(M) "Other-states' coverage" means both of the following:

(1) Insurance coverage secured by an eligible employer for	388
workers' compensation claims of employees who are in employment	389
relationships localized in a state other than this state or	390
those employees' dependents;	391
(2) Insurance coverage secured by an eligible employer for	392
workers' compensation claims that arise in a state other than	393
this state where an employer elects to obtain coverage through	394
either the administrator or an other-states' insurer.	395
(N) "Limited other-states coverage" means insurance	396
coverage provided by the administrator to an eligible employer	397
for workers' compensation claims of employees who are in an	398
employment relationship localized in this state but are	399
temporarily working in a state other than this state, or those	400
employees' dependents.	401
(O) "Motor carrier" has the same meaning as in section	402
4923.01 of the Revised Code.	403
(P) "Peace officer" has the same meaning as in section	404
2935.01 of the Revised Code.	405
(Q) "Firefighter" means a firefighter, whether paid or	406
volunteer, of a lawfully constituted fire department.	407
(R) "Emergency medical worker" means a first responder,	408
emergency medical technician-basic, emergency medical	409
technician-intermediate, or emergency medical technician-	410
paramedic, certified under Chapter 4765. of the Revised Code,	411
whether paid or volunteer.	412
Sec. 4123.026. (A)—The administrator of workers'	413
compensation, or a self-insuring public employer for the peace	414
officers, firefighters, and emergency medical workers employed	415
by or volunteering for that self-insuring public employer, shall	416

pay the costs of conducting post-exposure medical diagnostic	417
services, consistent with the standards of medical care existing	418
at the time of the exposure, to investigate whether an injury or	419
occupational disease was sustained by a peace officer,	420
firefighter, or emergency medical worker when coming into	421
contact with the blood or other body fluid of another person in	422
the course of and arising out of the peace officer's,	423
firefighter's, or emergency medical worker's employment, or when	424
responding to an inherently dangerous situation in the manner	425
described in, and in accordance with the conditions specified	426
under, division (A)(1)(a) of section 4123.01 of the Revised	427
Code, through any of the following means:	428
$\frac{(1)}{(A)}$ Splash or spatter in the eye or mouth, including	429
when received in the course of conducting mouth-to-mouth	430
resuscitation;	431
(2) (B) A puncture in the skin;	432
$\frac{(3)-(C)}{(C)}$ A cut in the skin or another opening in the skin	433
such as an open sore, wound, lesion, abrasion, or ulcer.	434
(B) As used in this section:	435
(1) "Peace officer" has the same meaning as in section	436
2935.01 of the Revised Code.	437
(2) "Firefighter" means a firefighter, whether paid or	438
volunteer, of a lawfully constituted fire department.	439
(3) "Emergency medical worker" means a first responder,	440
emergency medical technician basic, emergency medical	441
technician intermediate, or emergency medical technician-	442
paramedic, certified under Chapter 4765. of the Revised Code,	443
whether paid or volunteer.	444

Sec. 4123.46. (A) (1) Except as provided in division (A) (2)	445
of this section, the bureau of workers' compensation shall	446
disburse the state insurance fund to employees of employers who	447
have paid into the fund the premiums applicable to the classes	448
to which they belong when the employees have been injured in the	449
course of their employment, wherever the injuries have occurred,	450
and provided the injuries have not been purposely self-	451
inflicted, or to the dependents of the employees in case death	452
has ensued.	453
(2) As long as injuries have not been purposely self-	454
inflicted, the bureau shall disburse the surplus fund created	455
under section 4123.34 of the Revised Code to off-duty peace	456
officers, firefighters, <u>and</u> emergency medical technicians, and	457
first responders workers, or to their dependents if death	458
ensues, who are injured while responding to inherently dangerous	459
situations that call for an immediate response on the part of	460
the person, regardless of whether the person was within the	461
limits of the person's jurisdiction when responding, on the	462
condition that the person responds to the situation as the	463
person otherwise would if the person were on duty in the	464
person's jurisdiction.	465
As used in division (A) (2) of this section, "peace	466
officer," "firefighter," "emergency medical technician," "first	467
responder," and "jurisdiction" have the same meanings as in	468
section 4123.01 of the Revised Code.	469
(B) All self-insuring employers, in compliance with this	470
chapter, shall pay the compensation to injured employees, or to	471
the dependents of employees who have been killed in the course	472
of their employment, unless the injury or death of the employee	473
was purposely self-inflicted, and shall furnish the medical,	474

surgical, nurse, and hospital care and attention or funeral	475
expenses as would have been paid and furnished by virtue of this	476
chapter under a similar state of facts by the bureau out of the	477
state insurance fund if the employer had paid the premium into	478
the fund.	479
If any rule or regulation of a self-insuring employer	480
provides for or authorizes the payment of greater compensation	481
or more complete or extended medical care, nursing, surgical,	482
and hospital attention, or funeral expenses to the injured	483
employees, or to the dependents of the employees as may be	484
killed, the employer shall pay to the employees, or to the	485
dependents of employees killed, the amount of compensation and	486
furnish the medical care, nursing, surgical, and hospital	487
attention or funeral expenses provided by the self-insuring	488
employer's rules and regulations.	489
(C) Payment to injured employees, or to their dependents	490
in case death has ensued, is in lieu of any and all rights of	491
action against the employer of the injured or killed employees.	492
Sec. 4123.87. (A) No claimant shall be entitled to	493
compensation or benefits under this chapter for an injury	494
described in division (C)(1)(c) of section 4123.01 of the	495
Revised Code for any period of time during which the claimant	496
received a disability benefit or disability retirement from the	497
public employees retirement system, the Ohio police and fire	498
pension fund, the school employees retirement system, or the	499
state highway patrol retirement system.	500
(B) If a claimant receives an award of compensation or	501
benefits under this chapter or Chapter 4121., 4127., or 4131. of	502
the Revised Code for an injury described in division (C)(1)(c)	503
of section 4123.01 of the Revised Code for the same time period	504

for which the claimant received a disability benefit or	505
disability retirement from the public employees retirement	506
system, the Ohio police and fire pension fund, the school	507
employees retirement system, or the state highway patrol	508
retirement system, the administrator or any self-insuring	509
employer, by any lawful means, may collect from the employee or	510
the employee's dependents any of the following:	511
(1) The amount of compensation or benefits paid to the	512
claimant by the administrator or a self-insuring employer	513
pursuant to this chapter or Chapter 4121., 4127., or 4131. of	514
the Revised Code for that time period;	515
(2) Any interest, attorney's fees, and costs the	516
administrator or the self-insuring employer incurs in collecting	517
that payment.	518
Sec. 5505.182. Upon determining that a member's post-	519
traumatic stress disorder, without an accompanying physical	520
injury, qualifies that member for disability retirement under	521
section 5505.18 of the Revised Code, the state highway patrol	522
retirement board, notwithstanding the exceptions to public	523
inspection in division (C)(2) of section 5505.04 of the Revised	524
Code or the privileges contained in division (D) of that	525
section, shall notify the administrator of workers' compensation	526
of all of the following:	527
(A) The name of the member;	528
(B) That the member's post-traumatic stress disorder,	529
without an accompanying physical injury, qualifies that member	530
for disability retirement under section 5505.18 of the Revised	531
Code;	532
(C) The effective date of the member's disability	533

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<pre>retirement;</pre>	534
(D) The date that payments for the member's disability	535
retirement commence.	536
Section 2. That existing sections 4123.01, 4123.026, and	537
4123.46 of the Revised Code are hereby repealed.	538