

State Legislative Action on Presumption of Workers' Compensation Eligibility

* In recent weeks, state legislatures have introduced bills seeking to establish presumptive eligibility for workers' compensation claims in response to the novel coronavirus (COVID-19) outbreak.

* We will provide daily updates documenting any relevant new bills and the current procedural posture of the existing legislation. Today, actions include:

- The California Assembly passed SB 1159 and the Senate approved the Assembly's amendments. The bill now heads to the governor.
- The California Senate amended AB 644 to extend the presumption of compensability for specified healthcare workers, peace officers, and firefighters until July 1, 2024 and added correctional and law enforcement personnel to the list of those to whom the presumption applies.
- The California Senate ordered AB 196 to inactive file by unanimous consent.
- Virginia's HB 5028 was reported from the Committee on Appropriations with minor technical amendments and read for the first time in the House.

* Most states that have introduced legislation establishing presumptive eligibility for workers' compensation claims follow this general framework:

- Provides a presumption of compensability—that may be refuted by affirmative evidence—that a covered employee contracted COVID-19 during the course of employment;
- Defines the contours of who qualifies as an eligible employee (e.g., peace officers, health care providers, food service workers, etc.); and
- Clarifies the duration of the application of the provisions.

Not every state has followed this model and some states deviate in important respects (e.g., application to all future pandemics, etc.).

* If you operate in a state and notice that we have not included the most up-to-date legislative developments, please let us know.

State	Bill	Procedural Posture	Presumption of Compensability	Applicable Employees	Other Provisions
Alaska	SB 241	ENACTED (May 18, 2020)	<p>Yes. Provides that an employee who contracts COVID-19 is conclusively presumed to have contracted an occupational disease arising out of and in the course of employment if, during the public health disaster emergency declared by the governor on March 11, 2020:</p> <ul style="list-style-type: none"> • Is an applicable employee; • Is exposed to COVID-19 in the course of their employment; and • Receives a (1) COVID-19 diagnosis by a physician, presumptive positive COVID-19 test result, or (2) laboratory confirmed COVID-19 diagnosis. 	<ul style="list-style-type: none"> • Firefighters. • Emergency medical technicians. • Paramedics. • Peace officers. • Health providers. 	
California	**Non-legislative development EO N-62-20	<u>THE WORKER'S COMPENSATION PRESUMPTION HAS EXPIRED.</u>	<p>Yes. Provides that any COVID-19-related illness of an employee shall be presumed to arise out of and in the course of the employment for purposes of awarding workers' compensation benefits if the employee tested positive for or was diagnosed with COVID-19 within 14 days after a day that the employee performed labor or services at the employee's place of employment at the employer's direction (the employee's place of employment referenced may not be the employee's home or residence).</p> <p>The presumption is disputable and may be controverted by other</p>	<ul style="list-style-type: none"> • Any employee who performed labor or services at the employee's place of employment at the employer's direction on or after March 19, 2020. 	<p>Applies both prospectively for 60 days from the date of the order and retroactively to March 19, 2020.</p> <p>Provides that an accepted claim for the COVID-19-related illness shall be eligible for all benefits applicable under the California workers' compensation laws.</p>

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			<p>evidence. Requires that the diagnosis be done by a physician who holds a physician and surgeon license issued by the California Medical Board and that diagnosis was confirmed by further testing within 30 days of the date of the diagnosis.</p> <p>Provides that if liability for a claim of a COVID-19-related illness is not rejected within 30 days after the date the claim form is filed, the illness will be presumed compensable, unless rebutted by evidence only discovered subsequent to the 30-day period.</p>		<p>Requires that where an employee has paid sick leave benefits specifically available in response to COVID-19, those benefits shall be used and exhausted before any temporary disability benefits.</p> <p>Requires that where an employee does not have sick leave benefits, the employee shall be provided temporary disability benefits or Labor Code section 4850 benefits if applicable, from the date of disability</p> <p>Asserts that the Division of Workers' Compensation may adopt, amend, or repeal any regulations necessary to implement this Order and any regulations will be exempt from the Administrative Procedures Act,</p>

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					<p>except for publication in the California Regulatory Notice Register.</p> <p>Requires that the Department of Industrial Relations waive collection on any death benefit payment due arising out of claims covered by this Order.</p>
	AB 664	Amended (Aug. 25, 2020); Passed by Senate Committee on Appropriations (5-0) (Aug. 20, 2020); Amended and re-refer to Senate Committee on Labor, Public Employment and Retirement (L., P.E. & R.) (Jul. 31, 2020); Amended with technical correction and re-referred to the Senate Committee on L., P.E. & R. (May 18, 2020);	Yes. Creates a disputable presumption the contraction of COVID -19 arose out of and in the course of the employment, if diagnosed on or after January 1, 2020. Requires a claim to be presumed compensable, if not rejected within 30 days.	<ul style="list-style-type: none"> • Active firefighting members (whether volunteers, partly paid, or fully paid of certain fire departments). • Peace officers. • Correctional and law enforcement personnel. • Health care employees who provide direct patient care in an acute care hospital. • Fire and rescue services coordinators who work for the Office of Emergency Services. 	<p>Applies retroactively to injuries that occurred prior to the declaration of California’s state of emergency and until July 1, 2024.</p> <p>Defines the contours of the compensation that must be covered (e.g., full hospital, surgical, medical treatment, disability, indemnity, and death benefits, etc.).</p>

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		Passed Assembly (May 13, 2019)			
	SB 1159	In Senate, Assembly amendments concurred in (Ayes 30. Noes 8.); Passed Assembly (Aug. 31, 2020); Passed Senate (Jun. 26, 2020)	<p>Yes. Provides that an “injury,” for the purposes of the state’s workers’ compensation law, defined to include illness or death resulting from COVID-19, is disputably presumed to have arose out of and in the course of the employment.</p> <p>Requires that a claim relating to a COVID-19 illness is presumed compensable after 30 days.</p>	<ul style="list-style-type: none"> • Applies generally to any employee with a COVID-19-related illness through January 1, 2024. • Applies to the following employees with a COVID-19-related illness through July 1, 2024: <ul style="list-style-type: none"> – Active firefighting members (whether volunteers, partly paid, or fully paid of certain fire departments). – Peace officers. – Fire and rescue services coordinators who work for the Office of Emergency Services. – Nurse and physician who provide direct patient care – Custodial employees in contact with COVID-19 patients. – Authorized registered nurses, emergency medical technician-IIs, emergency medical technician-IIIs, and emergency medical technician-paramedics. 	The bill would require an employee to exhaust their paid sick leave benefits and meet specified certification requirements before receiving any temporary disability benefits or, for police officers, firefighters, and other specified employees, a leave of absence.
	SB 893	Failed passage in Senate Committee	Yes. Provides that an “injury,” for hospital employees that develops or	Hospital employees who provide direct patient care in an acute care	Addresses other workers’

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		on Labor, Public Employment and Retirement (0- 2); Reconsideration granted (May 18, 2020)	<p>manifests itself while employed is presumed to arise out of and in the course of the employment.</p> <p>Defines “injury” to a hospital employee to include infectious disease when any part of the disease or infection develops or manifests itself during a period of the person’s employment with the hospital.</p> <p>For an infectious disease (defined to include COVID-19), the presumption is rebuttable by other evidence, but, unless rebutted, the appeals board shall presume the infectious disease arose out of and in the course of the employment.</p> <ul style="list-style-type: none"> For respiratory diseases, (defined to include COVID-19) this presumption shall be extended to a hospital employee following termination of employment for a period of three calendar months for each full year of employment, but not to exceed 120 months, beginning with the last date actually worked in the specified capacity. The respiratory disease that develops or manifests in a hospital shall not be attributed to a disease that existed before that development or manifestation. 	hospital (i.e., a health facility as defined in subdivision (a) or (b) of Section 1250 of the Health and Safety Code.)	<p>compensation issues unrelated to COVID-19.</p> <p>The compensation that is awarded for an infectious disease (defined to include COVID-19) shall include, but not be limited to, full hospital, surgical, medical treatment, disability indemnity, and death benefits, as provided by the workers’ compensation laws of this state.</p>
	AB 196	Ordered to inactive file by unanimous	Yes. Defines an “injury,” for certain essential employees to include	Employees who are employed in an occupation or industry deemed	Applies both prospectively and

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		consent (Sept. 1, 2020); Passed by the Senate Committee (5-0) (Aug. 20, 2020); Recommended and re-referred to the Senate Committee on Appropriations (Aug. 12, 2020); Amended to account for COVID-19 in the Senate and re-referred to Senate Committee on Labor, Public Employment and Retirement (May 5, 2020)	<p>COVID-19 that develops or manifests itself during the period of employment.</p> <p>Creates a conclusive presumption that the injury arose out of and in the course of the employment, and would extend that presumption following termination of service for a period of 90 days, commencing with the last date actually worked.</p> <p>Provides that the compensation awarded for an injury will include full hospital, surgical, medical treatment, disability indemnity, and death benefits.</p>	<p>essential in the Governor’s Executive Order or who is subsequently deemed essential <i>except</i></p> <ul style="list-style-type: none"> Active firefighting members, whether volunteers, partly paid, or fully paid, of all of the following fire departments: (A) a fire department of a city, county, city and county, district, or other public or municipal corporation or political subdivision; (B) a fire department of the University of California and the California State University; (C) The Department of Forestry and Fire Protection; (D) a county forestry or firefighting department or unit. Peace officers. Health care employees who provide direct patient care in an acute care hospital. Fire and rescue services coordinators who work for the Office of Emergency Services. 	retroactively to March 1, 2020.
Colorado	SB 20-216	Senate Committee on Appropriations Tabled Indefinitely (Jun. 10, 2020); Referred with amendments to Committee on Appropriations (Jun. 8, 2020); Introduced in the Senate and	Provides that, for purposes of the “Workers’ Compensation Act of Colorado,” if an essential worker who works outside of the home contracts COVID-19, the contraction is presumed to have arisen out of and in the course of employment and is a compensable accident, injury, or occupational disease.	<ul style="list-style-type: none"> First responders. Corrections officers Corrections officers working in a facility with an identified covid-19 outbreak. (amended by Committee on Finance June 8, 2020) Medical, health care, and public health workers. Home health care workers. 	This presumption is temporary and applies through June 21, 2022.

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		assigned to Committee on Finance (Jun. 2, 2020)	<ul style="list-style-type: none"> An essential worker is considered to have contracted COVID-19 if the worker tests positive for the virus that causes COVID-19, is diagnosed with COVID-19 by a licensed physician, or has COVID-19 listed as the cause of death on the worker's death certificate. 	<ul style="list-style-type: none"> Commercial cleaning workers. Nursing home workers. Utility workers and in-home service technicians. Specified construction or maintenance workers. (removed by Committee on Finance June 8, 2020) Daycare providers working at facility with an identified COVID-19 outbreak. (added by Committee on Finance Jun. 8, 2020) Workers at residential care or residential living facilities. Food processing and agricultural workers. Grocery store workers. (removed by Committee on Finance June 8, 2020) Specified drivers and operators. Airline employees. 	
Illinois	HB 2455	ENACTED (June 5, 2020)	Yes. Creates a rebuttable presumption that an employee's contraction of COVID-19 arose out of and in the course of the employee's first responder or frontline worker employment.	<ul style="list-style-type: none"> Police. Fire personnel. Emergency medical technicians. Paramedics. First responders. Health care providers, including nursing homes and rehabilitation facilities and home care workers. Corrections officers. Individuals employed by essential businesses and operations as defined in the Illinois Governor's Executive 	Applies both prospectively and retroactively to March 9, 2020 and expires December 31, 2020.

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				Order as long as those individuals are required by their employment to encounter members of the general public or to work in employment locations of more than 15 employees.	
Kansas	SB 1	Died in Committee (Jun. 4, 2020); Introduced and referred to Committee on Commerce (Jun. 3, 2020)	Yes. Provides that in the case of employment that includes contact with or work in proximity to or in the same space as the public or co-workers, there is a rebuttable presumption that the COVID-19 disease arose out of and in the course of the employment in which the employee was engaged under such employer and was contracted while the employee was so engaged, and that the employment was the prevailing factor in causing the COVID-19.	<ul style="list-style-type: none"> Employees whose employment includes contact with or work in proximity to or in the same space as the public or co-workers. 	Applies both prospectively and retroactively to January 1, 2020 and expires May 1, 2021.
	HB 2018	Died in Committee (Jun. 8, 2020); Referred to Committee on Commerce, Labor and Economic Development (June 4, 2020); Introduced (Jun. 3, 2020)	Yes. Provides that in the case of employment that includes contact with or work in proximity to or in the same space as the public or co-workers, there is a rebuttable presumption that the COVID-19 disease arose out of and in the course of the employment in which the employee was engaged under such employer and was contracted while the employee was so engaged, and that the employment was the	<ul style="list-style-type: none"> Employees whose employment includes contact with or work in proximity to or in the same space as the public or co-workers. 	Applies both prospectively and retroactively to January 1, 2020 and expires May 1, 2021.

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			prevailing factor in causing the COVID-19.		
Louisiana	SB 475	Introduced (Mar. 31, 2020)	Yes. Provides that every essential worker who is disabled because of the contraction of COVID-19—or the dependent of an essential worker whose death is caused by COVID-19—will be entitled to workers’ compensation the same as if the essential worker received personal injury by accident arising out of and in the course of their employment.	<ul style="list-style-type: none"> Persons working in public safety, government, disaster response, health care, or private business as designed and deemed necessary or critical for response to the COVID-19 pandemic by their employer or by virtue of their official commission. 	Details the requirements to file a claim.
Massachusetts	SD 3005	Introduced and referred to the committee on Rules of the two branches, acting concurrently (Jul. 23, 2020)	Yes. Provides that the department of industrial accidents shall ensure that workers’ compensation benefits are mandated for workers who become sick with COVID-19 as a result of workplace exposure, using a conclusive presumption.	<ul style="list-style-type: none"> Workers who become sick with COVID-19. 	
	HD 5181	Referred to the Committee on House Rules (Jul. 27, 2020); Introduced (Jul. 13, 2020)	Yes. Provides that the department of industrial accidents shall ensure that workers’ compensation benefits are mandated for workers who become sick with COVID-19 as a result of workplace exposure, using a conclusive presumption.	<ul style="list-style-type: none"> Workers who become sick with COVID-19. 	
	HB 4949/ HB 4749	Scheduled virtual hearing on Jun. 5, 2020 (Jun. 1, 2020); Reported and referred to the	Yes. Clarifies that, in any claim for compensation where the employee has been diagnosed with COVID-19, it will be prima facie evidence that:	<ul style="list-style-type: none"> Emergency medical technicians. Emergency room and urgent care medical personnel. 	

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		Committee on Labor and Workforce Development (Apr. 6, 2020)	<ul style="list-style-type: none"> The employee was performing their regular duties at the time of contracting COVID-19; The claim comes within the provisions of the state’s workers’ compensation laws; and Sufficient notice of the injury has been given. 	<ul style="list-style-type: none"> Emergency room and urgent care non-medical staff. 	
	S 2732	Scheduled virtual hearing on Jun. 15, 2020 in Joint Committee (Jun. 12, 2020);	Yes. Creates a presumption that employees of Massachusetts or its political subdivisions who are required to work during the state’s state of emergency who contract, have symptoms of or otherwise becomes affected with the COVID-19, that results in a period of hospitalization, quarantine, or require self-quarantined measures as a result of being infected or coming into contact with someone who is infected with this virus, shall have their medical condition or incapacity to work presumed to be work-related.	<ul style="list-style-type: none"> Public employees. 	
Michigan	SB 906	Introduced and referred to the Committee on Government Operations (Apr. 30, 2020)	Yes. Provides that a “personal injury” (defined as an injury or illness resulting from the emergency first responder’s contraction of COVID-19 during an emergency declared by the governor) is presumed to arise out of and in the course of employment in the absence of evidence to the contrary.	<ul style="list-style-type: none"> Full-time, part-time, or volunteer law enforcement officers. Full-time, part-time, or volunteer firefighters. State correctional officers. Local corrections officers. Physicians. Respiratory therapists. Emergency medical services personnel. Nurses. 	<p>Applies to a personal injury that occurs on or after the effective date of Michigan’s state of emergency (Executive Order No. 2020-4.)</p> <p>Addresses other workers’</p>

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			<ul style="list-style-type: none"> As a condition precedent to filing an application for benefits, a claimant must first apply for and do all things necessary to qualify for any pension benefits to which he or she, or his or her decedent, may be entitled or must demonstrate that he or she, or his or her decedent, is ineligible for any pension benefits. If a final determination is made that pension benefits will not be awarded or that the claimant or his or her decedent is ineligible for any pension benefits, then the presumption designation of “personal injury” applies. 		compensation issues unrelated to COVID-19 and provides guidance for the first responder presumed coverage fund.
Minnesota	HF 4537 SF 4458	ENACTED (Apr. 14, 2020)	<p>Yes. Clarifies that an employee who contracts COVID-19 is presumed to have an occupational disease arising out of and in the course of employment if:</p> <ul style="list-style-type: none"> The employee qualifies as an applicable employee; The employee’s contraction of COVID-19 was confirmed by a positive laboratory test or, if a laboratory test is not available for the employee, as diagnosed and documented by the 	<ul style="list-style-type: none"> Firefighters. Paramedics. Nurse or health care workers, correctional officers, or security counselors employed by the state or a political subdivision at a corrections, detention, or secure treatment facility. Emergency medical technicians. Health care providers, nurses, or assistive employees employed in a health care, home care, or long-term care setting, with 	Requires a copy of the positive laboratory test or the written documentation of the physician’s, PA’s, or APRN’s diagnosis to be provided to the employer or insurer.

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			<p>employee’s licensed physician, licensed PA, or licensed APRN, based on the employee’s symptoms.</p> <p>Provides that the presumption is only rebuttable if the employer or insurer shows that the employment was not a direct cause of the disease.</p>	<p>direct COVID-19 patient care or ancillary work in COVID-19 patient units.</p> <ul style="list-style-type: none"> Workers required to provide child care to first responders and health care workers under the state executive orders. 	
New Jersey	S 2380/AB 3999	Passed both Houses (Jul. 30, 2020); Transferred to Assembly Committee on Appropriations and reported out of Committee as a Substitute (July 27, 2020); Referred to Assembly Committee on Labor (May 29, 2020); Passed the Senate (May 14, 2020)	<p>Yes. Provides that during the public health emergency declared by the New Jersey Governor and any extension of the order, there shall be a rebuttable presumption that the contraction of COVID-19 is work-related and fully compensable for essential employees.</p> <p>Employee must be working in a place of employment other than their own residence.</p>	<ul style="list-style-type: none"> Public safety workers or first responders, including any fire, police or other emergency responders. Workers involved in providing medical and other healthcare services, emergency transportation, social services, and other care services, including services provided in health care facilities, residential facilities, or homes. Workers who perform functions which involve physical proximity to members of the public and are essential to the public's health, safety, and welfare, including transportation services, hotel and other residential services, financial services, and the production, preparation, storage, sale, and distribution of essential goods such as food, beverages, medicine, fuel, and supplies for conducting essential business and work at home. 	Applies both prospectively and retroactively to March 9, 2020.

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				<ul style="list-style-type: none"> Any other employees who are deemed essential employees by the public authority declaring the state of emergency. 	
New York	AB 10239	Introduced; referred to the Committee on Governmental Employees (Apr. 8, 2020)	<p>Yes. Provides that any “condition of impairment of health caused by, or naturally and proximately related to, COVID-19, resulting in partial or total disability or death to any member,” where such member is exposed to or comes into contact with COVID-19 and tests positive for COVID-19 will be presumptive evidence that such disability or death:</p> <ul style="list-style-type: none"> Was the natural and proximate result of an accident not caused by such member’s own willful negligence; and Was incurred in the performance and discharge of duty, unless the contrary can be proved by competent evidence. 	<ul style="list-style-type: none"> Members of the New York State Employees’ Retirement System. Members of the New York State and Local Police and Fire Retirement System. Members of the Coordinated-escalator Retirement Plan. Members of the Coordinated Retirement Plan. 	Renders this effective for employees who contract COVID-19 on/after the day following final enactment, with a sunset on May 1, 2021.
	SB 8117A	Amended and recommitted to the Senate Committee on Local Government (Apr. 8, 2020)	<p>Yes. Declares that if applicable employees are exposed or come into contact with COVID-19 and test positive for COVID-19, it will then be presumptive evidence that any disability or death arising from COVID-19 was</p> <ul style="list-style-type: none"> Caused by the natural and proximate exposure, not caused by the individual’s own negligence; and 	<ul style="list-style-type: none"> Law enforcement (e.g., sheriff, undersheriff, corrections officers, etc.). Paid officers or members of an organized fire company or fire department. Emergency medical technicians, advanced emergency medical technicians, or paramedics. Probation officers or peace officers employed by the unified court system. 	Creates a new section of the state’s workers’ compensation law to ensure that all essential employees—at private and public institutions—will have medical treatment covered if

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			<ul style="list-style-type: none"> Was incurred in the performance and discharge of duty and proximate result of an accident, unless the contrary can be proven by competent evidence. 	<ul style="list-style-type: none"> Members of the regional state park police, policy officers employed by other state or local agencies. Fire inspectors, fire marshals, troopers, trooper investigators, etc. 	they contract COVID-19.
	S. 8266	Referred to Senate Committee on Labor (May 1, 2020)	Yes. Amends New York’s workers’ compensation law to include all work that exposes workers to COVID-19 as an “occupational disease.”	<ul style="list-style-type: none"> Workers in contact with the public, patients, inmates, residents, parolees, clients, students, customers, diners, persons in the custody of the state or any of its political subdivisions, or travelers during an outbreak of the novel coronavirus, COVID-19. Workers that could be exposed to COVID-19, which includes, work in a hospital, medical facility, laboratory, medical office, nursing home, correctional facility, mental health facility, social services facility, airport, bus station, train station, subway station, park, restaurant, cafeteria, retail facility, airplane, bus, train, subway, university, college, school, daycare facility, childcare facility, hotel, resort, casino, convention center, meeting facility or work for a public utility. Workers for any businesses deemed to provide essential 	

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				<p>services during a COVID-19 outbreak.</p> <ul style="list-style-type: none"> Workers outside the home during a period of closure of non-essential businesses, or public employment during a COVID-19 outbreak. 	
	<p>AB 10401</p>	<p>Referred to Assembly Committee on Labor (May 4, 2020)</p>	<p>Yes. Amends New York’s workers’ compensation law to include all work that exposes workers to COVID-19 as an “occupational disease.”</p>	<ul style="list-style-type: none"> Workers in contact with the public, patients, inmates, residents, parolees, clients, students, customers, diners, persons in the custody of the state or any of its political subdivisions, or travelers during an outbreak of the novel coronavirus, COVID-19. Workers that could be exposed to COVID-19, which includes, work in a hospital, medical facility, laboratory, medical office, nursing home, correctional facility, mental health facility, social services facility, airport, bus station, train station, subway station, park, restaurant, cafeteria, retail facility, airplane, bus, train, subway, university, college, school, daycare facility, childcare facility, hotel, resort, casino, convention center, meeting facility or work for a public utility. Workers for any businesses deemed to provide essential 	

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				<p>services during a COVID-19 outbreak.</p> <ul style="list-style-type: none"> Workers outside the home during a period of closure of non-essential businesses, or public employment during a COVID-19 outbreak. 	
North Carolina	HB 1056	Introduced (May 1, 2020)	Yes. Provides that COVID-19 contracted by a covered person shall be presumed to be due to exposure in the course of the covered person's employment. The presumption may only be rebutted by clear and convincing evidence.	<ul style="list-style-type: none"> Law enforcement officers. Jailers. Prison guards. Firefighters. Emergency medical technicians. Paramedics employed by a State or local government, including a volunteer firefighter. Health care workers. 	Applies to claims for workers' compensation benefits filed on or after the date of enactment.
	HB 1057	Introduced (May 1, 2020)	Yes. Provides that COVID-19 contracted by a covered person shall be presumed to be due to exposure in the course of the covered person's employment. The presumption may only be rebutted by clear and convincing evidence.	<ul style="list-style-type: none"> Law enforcement officers. Jailers. Prison guards. Firefighters. Emergency medical technicians. Paramedics employed by a State or local government, including volunteer firefighters. Health care workers. Employees required to work during a pandemic for a business declared essential by executive order of the Governor or by order of a local governmental authority, including food service, retail, and other essential personnel. 	<p>Local governmental employees shall be credited by their respective employers for any sick or vacation leave taken by the employee to comply with a quarantine related to exposure to COVID-19.</p> <p>Effective July 1, 2020, \$5,000,000 from the General Fund will be appropriated to the Office of State</p>

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					Human Resources (OSHR), Department of Administration, to settle claims filed by State employees who contract COVID-19 in the course of State employment. These funds shall remain available to pay these State employee claims until December 31, 2020. After that date, OSHR may use these funds to assist State agencies with the settlement of prior outstanding workers' compensation claims.
Ohio	HB 667	Refer to the House Committee on Insurance (May 27, 2020); Introduced (May 20, 2020)	<p>Yes. Creates a presumption that a corrections officer who contracts COVID-19 contracted the disease in the course of employment, unless the contrary is shown by competent evidence.</p> <p>Provides that COVID-19 contracted by a corrections officer is an occupational disease under Ohio's Workers' Compensation Law.</p>	<ul style="list-style-type: none"> • People employed as a corrections officer by any public or private place used for the confinement of a person charged with or convicted of any crime in Ohio or another state or under the laws of the United States or alleged or found to be a delinquent child or unruly child in Ohio or another state or under the laws of the United States. 	Effective immediately if passed.

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	HB 668	Refer to the House Committee on Insurance (May 27, 2020); Introduced (May 20, 2020)	<p>Yes. Creates a presumption that COVID-19 contracted by a peace officer, firefighter, or emergency medical worker was contracted in the course of employment, unless the contrary is shown by competent evidence.</p> <p>Provides that COVID-19 contracted by a peace officer, firefighter, or emergency medical worker is an occupational disease under Ohio Workers' Compensation Law.</p>	<ul style="list-style-type: none"> Peace officers. Firefighters. Emergency medical workers. 	Effective immediately if passed.
	HB 633	Referred to Committee on Insurance (May 19, 2020); Introduced (May 13, 2020)	<p>Yes. Creates a presumption, which may be refuted by affirmative evidence, that that COVID-19 contracted by an applicable employee during Ohio's declared emergency was contracted in the course of and arising out of the employee's employment.</p> <p>Provides that COVID-19 contracted by applicable employees is an "occupational disease" under the Ohio Workers' Compensation Law.</p>	<ul style="list-style-type: none"> Employees of a nursing home or residential care facility. Employees of a health care facility or location. 	<p>Applies to claims arising during Ohio's declared emergency and during the fourteen-day period after that emergency ends.</p> <p>Effective immediately if passed.</p>
	HB 573	Introduced (Mar. 23, 2020); referred to the House Committee on Insurance (May 5, 2020)	<p>Yes. Provides that COVID-19 contracted by an employee who was required to work outside of their home during the state of emergency declared on March 9, 2020 constitutes a presumption, which may be refuted by affirmative evidence,</p>	<ul style="list-style-type: none"> People in the service of the state, or of any county, municipal corporation, township, school district, etc. Off-duty peace officers. Off-duty firefighters. 	Applies <u>only</u> to claims arising during the period of the emergency declared on March 9, 2020 and to claims arising

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			that COVID-19 was contracted in the course of and arising out of the employee's employment outside of their home.	<ul style="list-style-type: none"> Off-duty first responders, emergency medical technicians, etc. People in the service of any person, firm, or private corporation. People who perform labor or provides services pursuant to a construction contract. People who operate a vehicle or vessel in the performance of services for on behalf of a motor carrier transporting property. <i>See</i> OHIO REV. STAT. § 4123.01. 	during the 14-day period after that emergency ends.
	HB 571	Introduced (Mar. 23, 2020); referred to the House Committee on Insurance (May 5, 2020).	Yes. Provides that COVID-19 contracted by an applicable employee during the emergency declared on March 9, 2020 constitutes a presumption, which may be refuted by affirmative evidence, that COVID-19 was contracted in the course of and arising out of the employee's employment.	<ul style="list-style-type: none"> Peace officers. Firefighters. Emergency medical workers. 	Applies only to claims arising during the period of the emergency declared on March 9, 2020 and to claims arising during the 14-day period after that emergency ends.
	HB 605	Introduced (Apr. 10, 2020); referred to the House Committee on Insurance (May 5, 2020)	Yes. Provides that COVID-19 contracted by an applicable employee during the emergency declared on March 9, 2020 constitutes a presumption, which may be refuted by affirmative evidence, that COVID-19 was contracted in the course of and arising out of the employee's employment.	<ul style="list-style-type: none"> Employees of a retail food establishment. Employees of a food processing establishment. 	Applies only to claims arising during the period of the emergency declared on March 9, 2020.

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Pennsylvania	HB 2396	Introduced; referred to the Committee on Labor and Industry (Apr. 13, 2020)	<p>Yes. Provides that an individual employed by a life-sustaining business or occupation who is required to work who contracts, has symptoms of, or is otherwise exposed to an infection disease—including COVID-19 or any other novel virus or infectious disease during the declaration of a disaster emergency, the declaration of an epidemic or a public health emergency by the governor, or a pandemic—which results in a period of hospitalization, quarantine, isolation, or other control measures due to infection or exposure will establish a presumption that the individual’s medical condition or inability to work is work-related hazardous duty.</p> <p>Clarifies that an individual with an established presumption of work-related hazardous duty will be eligible and qualified for workers’ compensation for all medical costs related to infection or exposure.</p>	<ul style="list-style-type: none"> • First responders, including law enforcement officers, firefighters, emergency medical technicians, and other individuals who are considered first responders. • Correction officers. • Emergency services dispatchers. • Ambulance drivers. • Retail workers, including restaurant, food services, and grocery store workers; cashiers; and other support staff. • Food and agriculture workers. • Medical, health care, and public health workers, including doctors, nursing professionals, physician assistants, paramedics, and other support staff. • Pharmacists and any cashiers/other support staff. • Home health care workers. • Public utility workers. • Employees of state or local government. • Trash collectors. • Warehouse workers. • Any other individual employed by a “life-sustaining business or occupation” who is required to work during a public health emergency. 	Clarifies that a “life-sustaining business or occupation” is based on the list of businesses or occupations, as designated by the governor, that perform or conduct a range of vital operations, functions, and services that are essential to assisting the state in protecting people and their communities, while ensuring continuity of functions critical and essential to public health and safety.
Rhode Island	HB 8066	Introduced; referred to the Committee on	Yes. Creates a presumption that public safety officials or other	<ul style="list-style-type: none"> • Police, fire, EMS, and medical facility workers. 	Prohibits employers from requiring

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		Labor (Jun 23, 2020)	<p>enumerated employees, including essential state workers, who contract COVID-19 were infected as a result of the performance of their duties.</p> <p>Defines occupational disease, for the purposes of Rhode Island’s workers’ compensation laws, to include the contraction of COVID-19 during the time period in which the state, federal government or any municipality has declared a state of emergency because of the COVID-19 pandemic.</p>	<ul style="list-style-type: none"> • Correctional officers. • Dispatchers. • Paramedics. • Pharmacists. • Pharmaceutical technicians. • Grocery or retail workers. • Essential state and municipal employees. • Public transportation employees. • Parcel and freight delivery employees. • Truck drivers. • Utility workers. 	<p>employees to use vacation, sick, personal or other contractually afforded time if they are incapacitated or unable to perform their duties due to COVID-19.</p> <p>Prohibits any report of injury or claim relative to a disability related to the COVID-19 virus or the identity of any claimant from being reported to the Immigration and Naturalization Service.</p>
South Carolina	H 5482	Introduced and referred to House Committee on Judiciary (May 12, 2020)	<p>Yes. Provides that a first responder, health care provider, or correctional officer who is diagnosed with COVID-19 is entitled to the presumption that the diagnosis of COVID-19 arose from and in the course and scope of his employment.</p> <p>Provides that for the purposes of South Carolina Workers’ Compensation Law, first responders, health care providers, and correctional officers are entitled to temporary total disability benefits immediately upon isolation, and</p>	<ul style="list-style-type: none"> • Law enforcement officers. • Firefighters. • Emergency medical technicians. • Paramedics. • Volunteer law enforcement officers, firefighters, emergency medical technicians, or paramedics. • Members of the South Carolina National Guard or the South Carolina State Guard who has been ordered to state duty or state active duty in response to a 	Applies both prospectively and retroactively to those who meet the criteria of the bill.

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			<p>lasting until isolation is no longer recommended by a physician, if he:</p> <ul style="list-style-type: none"> • is directed to isolate by his employer due to confirmed or suspected COVID-19 exposure; • receives a COVID-19 diagnosis from a physician; • receives a presumptive positive COVID-19 test; or • receives a laboratory-confirmed COVID-19 test. 	<p>declared state of emergency or public health emergency.</p> <ul style="list-style-type: none"> • Health care providers. • Correctional officers. 	
Tennessee	SB 8007/ HB 8008	Introduced in the House; Failed in Senate Commerce and Labor Committee (Aug. 11, 2020); Introduced in Senate (Aug. 10, 2020)	<p>Yes. An employee who contracts COVID-19 is presumed to have an occupational disease (defined to include COVID-19) arising out of and in the course of employment if ten or more employees at the same location have contracted COVID-19 or if the employee is an essential worker.</p> <ul style="list-style-type: none"> • The presumption may be rebutted if the employer or insurer demonstrates, by clear and convincing evidence, that the employee's contraction of COVID-19 did not arise out of or in the course of the employee's employment. 	<ul style="list-style-type: none"> • Essential workers. • Employees working in a workplace where ten or more employees at the same location have contracted COVID-19. 	
Utah	HB 5006	ENACTED (Jun. 25, 2020).	<p>Yes. A first responder who claims to have contracted COVID-19 during the performance of the first responder's duties as a first responder, is presumed to have contracted COVID-19 during the</p>	<ul style="list-style-type: none"> • Health care facility employees. • Physician, chiropractor, or dentist office employees. • Nursing home employees. • Retirement facility employees. 	Moves provisions related to coverage for first responders diagnosed with COVID-19 from the Workers'

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			<p>course of performing the first responder's duties as a first responder if the first responder is diagnosed with COVID-19:</p> <ul style="list-style-type: none"> while employed or serving as a first responder; or if the first responder's employment or service as a first responder terminates, within two weeks after the day on which the first responder's employment or service terminates. <p>Provides that the presumption established may be rebutted by a preponderance of the evidence.</p> <p>Requires a first responder who makes a claim to provide written documentation of a COVID-19 diagnosis to the first responder's employer or insurer.</p> <ul style="list-style-type: none"> A first responder who refuses examination for COVID-19 or fails to be diagnosed with COVID-19 is not entitled to the presumption established under this part. 	<ul style="list-style-type: none"> Home health care providers. Pharmacy employees. Employees of a facility that performs laboratory or medical testing on human specimens. Employees of entities similar to the entities listed. Individuals employed by, working with, or working at the direction of a local health department. Volunteers providing services to a local health department. 	<p>Compensation Act to the Utah Occupational Disease Act.</p>
	<p>HB 3007</p>	<p>ENACTED (Apr. 22, 2020)</p>	<p>Yes. Provides that a first responder who claims to have contracted COVID-19 during the performance of their duties as a first responder, is presumed to have contracted COVID-19 by accident during the course of performing the first</p>	<ul style="list-style-type: none"> Emergency responders. Health care providers. 	<p>Requires a first responder who makes a claim to provide a copy of the positive laboratory test or the written</p>

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			<p>responder’s duties as a first responder if they are diagnosed with COVID-19:</p> <ul style="list-style-type: none"> • On or after March 21, 2020; and • While employed or serving as a first responder or if the first responder’s employment/service as a first responder terminates between March 21, 2020 and May 31, 2020, within two weeks after the day on which the first responder’s employment or service terminates. <p>Clarifies that an individual will be diagnosed with COVID-19 if the individual:</p> <ul style="list-style-type: none"> • Through laboratory testing of a specimen the individual provides, tests positive for the virus that causes COVID-19; or • Is diagnosed with COVID-19 by a physician. 		documentation of a physician’s diagnosis to the first responder’s employer or insurer.
Vermont	SB 342	ENACTED (Jul. 13, 2020)	Yes. Provides that, for the purposes of the state’s worker’s compensation laws, disability or death of a front-line worker resulting from COVID-19 will be presumed to be compensable, provided that the front-line worker receives a positive laboratory test or a diagnosis by a licensed healthcare provider for COVID-19 between March 1, 2020 and January 15, 2021.	<ul style="list-style-type: none"> • Firefighters. • Law enforcement officers. • Ambulance service, emergency medical personnel, first responder service, and volunteer personnel. • Workers in a health care facility or in an institution or office where health care services are provided by licensed healthcare professionals. • Correctional officers. 	Grants the Commissioner of Labor temporary authority to amend or waive certain requirements and deadlines under the workers’ compensation laws.

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			<p>For non-front-line workers, provides death or disability may still be presumed compensable, if the employee receives a positive laboratory test or diagnosis for COVID-19 between March 1, 2020 and January 15, 2021 and either:</p> <ul style="list-style-type: none"> • Had documented occupational exposure in the course of employment to an individual with COVID-19; or • Performed services at a residence or facility with residents/employees who (1) were present at the time services were performed and (2) either had COVID-19 at that time or were diagnosed with COVID-19 within a reasonable period of time after the services were performed. <p>Provides that the presumption of compensability may be rebutted if it is shown by a preponderance of the evidence that the disease was caused by non-employed-related risk factors/exposure.</p>	<ul style="list-style-type: none"> • Workers in a long-term care facility or residential care facility. • Childcare providers that are required to provide childcare to the children of other front-line workers. • Employees of a pharmacy or a grocery store. • Home health care workers or personal care attendants. • Workers performing services that the Commissioner determines place the worker at a similarly elevated risk of being exposed to or contracting COVID-19 as the other occupations listed. 	
Virginia	SB 5066	Introduced and referred to Senate Committee on Commerce and Labor (Aug. 17, 2020); Committee on Commerce and Labor incorporated	Yes. Establishes a presumption the death or disability of firefighters, law-enforcement officers, first responders, health care providers, and correctional officers from COVID-19 is an occupational disease compensable under the Workers' Compensation Act.	<ul style="list-style-type: none"> • Firefighters. • Law-enforcement officers. • First responders. • Health care providers. • Correctional officers. 	Applies both prospectively and retroactively to January 1, 2020.

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		language from SB 5022, SB 5097 and SB 5104 and referred to the Senate Committee on Finance and Appropriations (Aug. 19, 2020)			
	SB 5028	Read for the first time in House (Sept. 2, 2020); Reported from Committee on Appropriations with minor technical amendments (Aug. 31, 2020); Reported from Labor and Commerce (18-Y 4-N) and referred to Committee on Appropriations (Aug. 26, 2020); Introduced and referred to the Senate Committee on Labor and Commerce (Aug. 17, 2020)	Yes. Establishes a presumption that the death or disability of firefighters, law-enforcement officers, first responders, health care providers and school board employees from COVID-19 is an occupational disease compensable under the Workers' Compensation Act.	<ul style="list-style-type: none"> • Firefighters. • Law-enforcement officers. • First responders. • Health care providers. • School board employees. 	Applies both prospectively and retroactively to January 1, 2020.
Wisconsin	AB 1038	ENACTED (Apr. 15, 2020)	Yes. Where an injury to an applicable employee is found to be caused by COVID-19 during the public health emergency declared on March 12, 2020—and ending 30 days after the termination of the order—and where	<ul style="list-style-type: none"> • Employees of or volunteer for an employer that provide firefighting, law enforcement, or medical treatment of COVID-19, and who have regular, direct contact with, or are regularly in 	Requires an injury claim to be accompanied by a specific diagnosis by a physician or by

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			<p>the employee has been exposed to persons with confirmed cases of COVID-19 in the course of employment, the injury is presumed to be caused by the individual's employment.</p> <p>Permits an injury claimed to be rebutted by specific evidence that the injury was caused by exposure to COVID-19 outside of the applicable employee's work for the employer.</p>	<p>close proximity to, patients or other members of the public requiring emergency services, within the scope of the individual's work for the employer.</p>	<p>a positive COVID-19 test.</p>
Wyoming	HB 1002 SB 1002	ENACTED (May 20, 2020)	<p>Yes, it creates a partial presumption that the risk of contracting COVID-19 was increased by the nature of the employment for applicable employees.</p>	<ul style="list-style-type: none"> Employees whose employer's business subjects the employee to extrahazardous duties where the risk of contracting COVID-19 is increased by the nature of the employment. 	<p>Applies to employees infected with COVID-19 starting January 1, 2020 through December 30, 2020.</p> <p>Requires the Workers' Compensation Division to issue a premium refund.</p> <p>Provides immunity from civil liability in certain circumstances.</p>