

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2011

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HOUSE BILL 709\*

Short Title: Protect and Put NC Back to Work. (Public)

Sponsors: Representatives Folwell, Dollar, Hager, and Crawford (Primary Sponsors).  
For a complete list of Sponsors, see Bill Information on the NCGA Web Site.

Referred to: Commerce and Job Development, if favorable, Judiciary, if favorable, Finance.

April 7, 2011

A BILL TO BE ENTITLED

1 AN ACT PROTECTING AND PUTTING NORTH CAROLINA BACK TO WORK BY  
2 REFORMING THE WORKERS' COMPENSATION ACT TO (1) DEFINE "SUITABLE  
3 EMPLOYMENT" PERTAINING TO AN EMPLOYEE'S RETURN TO WORK WITHIN  
4 RESTRICTIONS OR AFTER REACHING MAXIMUM IMPROVEMENT; (2) MAKE  
5 WILLFUL MISREPRESENTATIONS GROUNDS FOR DISQUALIFICATION FROM  
6 RECEIVING BENEFITS; (3) PROVIDE THAT PARTIES MAY REACH A SEPARATE  
7 CONTEMPORANEOUS AGREEMENT TO RESOLVE ISSUES NOT COVERED BY  
8 THE ACT; (4) CLARIFY THE RIGHTS AND RESPONSIBILITIES OF EMPLOYERS  
9 AND EMPLOYEES REGARDING MEDICAL EXAMINATIONS, TREATMENT, AND  
10 ACCESS TO MEDICAL INFORMATION; (5) CAP THE DURATION OF  
11 COMPENSATION FOR TEMPORARY TOTAL DISABILITY; (6) EXTEND FROM  
12 THREE HUNDRED TO FIVE HUNDRED THE NUMBER OF WEEKS AN INJURED  
13 EMPLOYEE IS ELIGIBLE TO RECEIVE COMPENSATION FOR PARTIAL  
14 INCAPACITY; (7) INCREASE THE DEATH BENEFIT AND BURIAL EXPENSE  
15 ALLOWANCE; (8) REDUCE THE INDUSTRIAL COMMISSION FROM SEVEN TO  
16 FIVE MEMBERS SUBJECT TO LEGISLATIVE CONFIRMATION; (9) PROVIDE  
17 THAT COMMISSIONERS AND DEPUTY COMMISSIONERS ARE SUBJECT TO THE  
18 CODE OF JUDICIAL STANDARDS; AND (10) REPEAL THE COMMISSION'S FULL  
19 EXEMPTION FROM THE ADMINISTRATIVE PROCEDURE ACT, THEREBY  
20 SUBJECTING THE COMMISSION TO RULE MAKING PURSUANT TO ARTICLE 2A  
21 OF CHAPTER 150B OF THE GENERAL STATUTES AND REQUIRING THE  
22 COMMISSION TO READOPT RULES PURSUANT TO THAT ARTICLE.

23 The General Assembly of North Carolina enacts:

24 **SECTION 1.** This act shall be known as the "Protecting and Putting North  
25 Carolina Back to Work Act."

26 **SECTION 2.** G.S. 97-2 is amended by adding a new subsection to read:

27 **"§ 97-2. Definitions.**

28 When used in this Article, unless the context otherwise ~~requires~~ requires:

29 ...

30  
31 (22) Suitable employment. – The term "suitable employment" means any  
32 employment available that (i) prior to reaching maximum medical  
33 improvement is within the employee's work restrictions including  
34 rehabilitative employment approved by the employee's treating health care  
35 provider or (ii) after reaching maximum medical improvement is



1 employment which the employee is capable of performing considering the  
2 employee's education, physical limitations due to the injury, vocational  
3 skills, and experience."

4 **SECTION 3.** Article 1 of Chapter 97 of the General Statutes is amended by adding  
5 a new section to read:

6 **"§ 97-12.1. Willful misrepresentation in applying for employment.**

7 No compensation shall be allowed under this Article for injury by accident or occupational  
8 disease if the employer proves that (i) at the time of hire or in the course of entering into  
9 employment, (ii) at the time of receiving notice of the removal of conditions from a conditional  
10 offer of employment, or (iii) during the course of a post-offer medical examination:

11 (1) The employee knowingly and willfully made a false representation as to the  
12 employee's physical condition;

13 (2) The employer relied upon one or more false representations by the  
14 employee, and the reliance was a substantial factor in the employer's  
15 decision to hire the employee; and

16 (3) There was a causal connection between false representation by the employee  
17 and the injury or occupational disease."

18 **SECTION 4.** G.S. 97-17 is amended by adding a new subsection to read:

19 "(e) Nothing in this section prevents the parties from reaching a separate  
20 contemporaneous agreement resolving issues not covered by this Article."

21 **SECTION 5.** G.S. 97-25 reads as rewritten:

22 **"§ 97-25. Medical treatment and supplies.**

23 ~~Medical compensation shall be provided by the employer. In case of a controversy arising~~  
24 ~~between the employer and employee relative to the continuance of medical, surgical, hospital,~~  
25 ~~or other treatment, the Industrial Commission may order such further treatments as may in the~~  
26 ~~discretion of the Commission be necessary.~~

27 The Industrial Commission may at any time upon the request of an employee order a  
28 change of treatment and designate other treatment suggested by the injured employee subject to  
29 the approval of the Commission, and in or health care provider and in such a case the expense  
30 thereof shall be borne by the employer upon the same terms and conditions as hereinbefore  
31 provided in this section for medical and surgical treatment and attendance. The Commission  
32 must find that any change in treatment or health care provider is based upon clear and  
33 convincing medical evidence. The Commission shall disregard any opinions of an unauthorized  
34 health care provider who evaluated, diagnosed, or treated the employee before the employee's  
35 request to change treatment or health care provider was filed with the Commission.

36 The refusal of the employee to accept any medical, hospital, surgical or other treatment or  
37 rehabilitative procedure when ordered by the Industrial Commission shall bar ~~said~~ the  
38 employee from further compensation until ~~such~~ the refusal ceases, and no compensation shall at  
39 any time be paid for the period of suspension unless in the opinion of the Industrial  
40 Commission the circumstances justified the refusal, in which case, the Industrial Commission  
41 may order a change in the medical or hospital service.

42 If in an emergency on account of the employer's failure to provide the medical or other care  
43 as herein specified a physician other than provided by the employer is called to treat the injured  
44 employee, the reasonable cost of ~~such~~ the service shall be paid by the employer if so ordered by  
45 the Industrial Commission.

46 ~~Provided, however, if he so desires, an injured employee may select a physician of his own~~  
47 ~~choosing to attend, prescribe and assume the care and charge of his case, subject to the~~  
48 ~~approval of the Industrial Commission."~~

49 **SECTION 6.** G.S. 97-25.6 reads as rewritten:

50 **"§ 97-25.6. Reasonable access to medical information.**

1        (a) It is the policy of this State that the parties have reasonable access to all medical  
2 records, reports, and information that are pertinent to and necessary for the fair and swift  
3 resolution of workers' compensation claims. Therefore, an employer is entitled, without the  
4 express authorization of the employee, to obtain medical records of the employee and  
5 communicate with an employee's health care providers if the requested medical records,  
6 reports, and information are:

7            (1) Restricted to the particular evaluation, diagnosis, or treatment of the injury  
8            or disease for which compensation, including medical compensation, is  
9            sought;

10          (2) Reasonably related to the injury or diseases for which the employee claims  
11          compensation; or

12          (3) Related to an assessment of the employee's ability to return to work or  
13          perform suitable employment as a result of the particular injury or disease.

14        (b) A party may communicate with the employee's health care providers by written and  
15 oral communication if the requesting party notifies the opposing party of the health care  
16 provider's response within 15 calendar days. The employer shall make every reasonable effort  
17 to limit unnecessary communication with the health care provider.

18        (c) Upon motion by an employee or the health care provider from whom medical  
19 records, reports, or information are sought or upon its own motion, for good cause shown, the  
20 Commission may make any order which justice requires to protect an employee, health care  
21 provider, or other person from unreasonable annoyance, embarrassment, oppression, or undue  
22 burden or expense.

23        (d) The provisions of this section shall not apply to communications concerning an  
24 independent medical evaluation for the purpose of expert testimony.

25        (e) The Commission shall annually establish an appropriate medical fee to compensate  
26 health care providers for time spent communicating with the employer or representatives of the  
27 employee.

28        (f) No cause of action shall arise and no health care provider shall incur any liability as  
29 a result of the release of medical records, reports, or information pursuant to this Article.

30        (g) Any medical records or reports that reflect evaluation, diagnosis, or treatment of the  
31 particular injury or disease for which compensation is sought or is reasonably related to the  
32 injury or disease for which the employee seeks compensation shall be furnished by the  
33 employee to the employer when requested in writing by the employer.

34        (h) For purposes of this section, the term "employer" means the employer, the  
35 employer's attorney, and the employer's insurance carrier or third-party administrator, and the  
36 term "employee" means the employee, legally appointed guardian, or any attorney representing  
37 the employee.

38        (i) Notwithstanding any provision of G.S. 8-53 to the contrary, and because discovery  
39 is limited under G.S. 97-80, records obtained and communications conducted pursuant to this  
40 section supersede the prohibition against ex parte communications, and privacy of medical  
41 records in the custody of health care providers in matters or proceedings under this Article.

42        ~~Notwithstanding the provisions of G.S. 8-53, any law relating to the privacy of medical~~  
43 ~~records or information, and the prohibition against ex parte communications at common law, an~~  
44 ~~employer or insurer paying medical compensation to a provider rendering treatment under this~~  
45 ~~Article may obtain records of the treatment without the express authorization of the employee.~~  
46 ~~In addition, with written notice to the employee, the employer or insurer may obtain directly~~  
47 ~~from a medical provider medical records of evaluation or treatment restricted to a current injury~~  
48 ~~or current condition for which an employee is claiming compensation from that employer under~~  
49 ~~this Article.~~

1 Any medical records or reports, restricted to conditions related to the injury or illness for  
2 which the employee is seeking compensation, in the possession of the employee shall be  
3 furnished by the employee to the employer when requested in writing by the employer.

4 An employer or insurer paying compensation for an admitted claim or paying without  
5 prejudice pursuant to G.S. 97-18(d) may communicate with an employee's medical provider in  
6 writing, limited to specific questions promulgated by the Commission, to determine, among  
7 other information, the diagnosis for the employee's condition, the reasonable and necessary  
8 treatment, the anticipated time that the employee will be out of work, the relationship, if any, of  
9 the employee's condition to the employment, the restrictions from the condition, the kind of  
10 work for which the employee may be eligible, the anticipated time the employee will be  
11 restricted, and the permanent impairment, if any, as a result of the condition. When these  
12 questions are used, a copy of the written communication shall be provided to the employee at  
13 the same time and by the same means as the communication is provided to the provider.

14 Other forms of communication with a medical provider may be authorized by (i) a valid  
15 written authorization voluntarily given and signed by the employee, (ii) by agreement of the  
16 parties, or (iii) by order of the Commission issued upon a showing that the information sought  
17 is necessary for the administration of the employee's claim and is not otherwise reasonably  
18 obtainable under this section or through other provisions for discovery authorized by the  
19 Commission's rules. In adopting rules or authorizing employer communications with medical  
20 providers, the Commission shall protect the employee's right to a confidential physician-patient  
21 relationship while facilitating the release of information necessary to the administration of the  
22 employee's claim.

23 Upon motion by an employee or provider from whom medical records or reports are sought  
24 or upon its own motion, for good cause shown, the Commission may make any order which  
25 justice requires to protect an employee or other person from unreasonable annoyance,  
26 embarrassment, oppression, or undue burden or expense."

27 **SECTION 7.** G.S. 97-27 reads as rewritten:

28 "**§ 97-27. Medical examination; facts not privileged; refusal to be examined suspends**  
29 **compensation; other medical opinions; autopsy.**

30 (a) After an injury, and so long as ~~he~~ the employee claims compensation, the employee,  
31 if so requested by his or her employer or ordered by the Industrial Commission, shall, subject to  
32 the provisions of subsection (b), submit ~~himself~~ to an independent medical examination, at  
33 reasonable times and places, by a ~~duly qualified physician or surgeon~~ physician who is  
34 licensed and practicing in North Carolina and is designated and paid by the employer or the  
35 ~~Industrial Commission.~~ Commission, even if the employee's claim has been denied pursuant to  
36 G.S. 97-18(c).

37 (b) The injured employee shall ~~have~~ has the right to have present at ~~such~~ the  
38 independent medical examination any ~~duly qualified physician or surgeon~~ provided and paid by  
39 ~~him~~ the employee.

40 (c) Notwithstanding the provisions of G.S. 8-53, no fact communicated to or otherwise  
41 learned by any physician ~~or surgeon or hospital or hospital employee~~ who may have attended  
42 or examined the employee, or who may have been present at any examination, shall be  
43 privileged in any workers' compensation case with respect to a claim pending for hearing  
44 before the Industrial Commission.

45 (d) If the employee refuses to submit ~~himself~~ to or in any way obstructs ~~such~~ the  
46 examination requested by and provided for by the employer, ~~his~~ the employee's right to  
47 compensation and ~~his~~ right to take or prosecute any proceedings under this Article shall be  
48 suspended immediately until ~~such~~ the refusal or objection ceases, and no compensation shall at  
49 any time be payable for the period of obstruction, unless in the opinion of the Industrial  
50 Commission the circumstances justify the refusal or obstruction. ~~The employer, or the~~

1 Industrial Commission, shall have the right in any case of death to require an autopsy at the  
2 expense of the party requesting the same.

3 (b) ~~In those cases arising under this Article in which there is a question as to the  
4 percentage of permanent disability suffered by an employee, if any employee, required to  
5 submit to a physical examination under the provisions of subsection (a) is dissatisfied with such  
6 examination or the report thereof, he shall be entitled to have another examination by a duly  
7 qualified physician or surgeon licensed and practicing in North Carolina or by a duly qualified  
8 physician or surgeon licensed to practice in South Carolina, Georgia, Virginia and Tennessee  
9 provided said nonresident physician or surgeon shall have been approved by the North Carolina  
10 Industrial Commission and his name placed on the Commission's list of approved nonresident  
11 physicians and surgeons, designated by him and paid by the employer or the Industrial  
12 Commission in the same manner as physicians designated by the employer or the Industrial  
13 Commission are paid. Provided, however, that all travel expenses incurred in obtaining said  
14 examination shall be paid by said employee. The employer shall have the right to have present  
15 at such examination a duly qualified physician or surgeon provided and paid by him. No fact  
16 communicated to or otherwise learned by any physician or surgeon who may have attended or  
17 examined the employee, or who may have been present at any examination, shall be privileged,  
18 either in hearings provided for by this Article or any action at law.~~

19 (e) In any case arising under this Article in which the employee is dissatisfied with the  
20 percentage of permanent disability as provided by G.S. 97-31 and determined by the authorized  
21 health care provider, the employee is entitled to another opinion solely on the issue of the  
22 percentage of permanent disability provided by a duly qualified physician of the employee's  
23 choosing who is licensed and practicing in North Carolina and designated by the employee.  
24 That physician is paid by the employer in the same manner as health care providers designated  
25 by the employer or the Industrial Commission are paid. The Industrial Commission shall  
26 disregard any opinions of the duly qualified physician chosen by the employee other than the  
27 physician's opinion on the percentage of permanent disability as described in G.S. 97-31. No  
28 fact communicated to or otherwise learned by any physician who may have attended or  
29 examined the employee, or who may have been present at any examination, shall be privileged,  
30 either in hearings provided for by this Article or any action at law.

31 (f) The employer, or the Industrial Commission, has the right in any case of death to  
32 require an autopsy at its expense."

33 **SECTION 8.** G.S. 97-29 reads as rewritten:

34 "**§ 97-29. Compensation rates** Rates and duration of compensation for total incapacity.

35 (a) ~~Except as hereinafter otherwise provided, where~~ Where the incapacity for work  
36 resulting from the injury or occupational disease is total, the employer shall pay or cause to be  
37 paid, as hereinafter provided, to the injured employee during such total disability a weekly  
38 compensation equal to sixty-six and two-thirds percent (662/3%) of his average weekly wages,  
39 but not more than the amount established annually to be effective October 1 as provided herein,  
40 nor less than thirty dollars (\$30.00) per week.

41 (b) In cases of temporary total and permanent disability, compensation, including  
42 medical compensation, shall be paid for by the employer ~~during the lifetime of the injured~~  
43 ~~employee. If death results from the injury then the employer shall pay compensation in~~  
44 ~~accordance with the provisions of G.S. 97-38.~~ but in no case shall the period covered by the  
45 compensation be greater than 500 weeks from the date of the injury, except as provided by  
46 subsection (c) of this section. Where an employee can show both a disability pursuant to this  
47 section or G.S. 97-30 and a specific physical impairment pursuant to G.S. 97-31, regardless of  
48 whether the employee sustained multiple scheduled injuries as a result of the accident, the  
49 employee may not collect benefits pursuant to both this section or G.S. 97-30 and G.S. 97-31  
50 after reaching maximum medical improvement, but rather is entitled to select the statutory  
51 compensation which provides the more favorable remedy.

1       (c) In cases of total and permanent disability compensation, compensation including  
2 medical compensation, shall be paid for by the employer during the lifetime of the injured  
3 employee. If death results from the injury or occupational disease, then the employer shall pay  
4 compensation in accordance with the provisions of G.S. 97-37. An injured employee is  
5 presumed to be totally and permanently disabled and qualified for lifetime compensation only  
6 if the injured employee has an injury consisting of one or more of the following:

7           (1) The loss of both hands, both arms, both feet, both legs, or both eyes as  
8 provided by G.S. 97-31(17).

9           (2) Spinal injury involving severe paralysis of both arms, both legs, or the trunk.

10          (3) Severe brain or closed-head injury as evidenced by severe and permanent:

11           a. Sensory or motor disturbances;

12           b. Communication disturbances;

13           c. Complex integrated disturbances of cerebral function; or

14           d. Neurological disorders.

15          (4) Second-degree or third-degree burns of thirty-three percent (33%) or more of  
16 the total body surface unless the employer shows that the employee is  
17 capable of returning to suitable employment as defined in G.S. 97-2(22).

18       (d) The weekly compensation payment for members of the North Carolina National  
19 Guard and the North Carolina State Defense Militia shall be the maximum amount established  
20 annually in accordance with the last paragraph of this section per week as fixed herein. The  
21 weekly compensation payment for deputy sheriffs, or those acting in the capacity of deputy  
22 sheriffs, who serve upon a fee basis, shall be thirty dollars (\$30.00) a week as fixed herein.

23       (e) An officer or member of the State Highway Patrol shall not be awarded any weekly  
24 compensation under the provisions of this section for the first two years of any incapacity  
25 resulting from an injury by accident arising out of and in the course of the performance by him  
26 of his official duties if, during such incapacity, he continues to be an officer or member of the  
27 State Highway Patrol, but he shall be awarded any other benefits to which he may be entitled  
28 under the provisions of this Article.

29       (f) Notwithstanding any other provision of this Article, on July 1 of each year, a  
30 maximum weekly benefit amount shall be computed. The amount of this maximum weekly  
31 benefit shall be derived by obtaining the average weekly insured wage in accordance with  
32 G.S. 96-8(22), by multiplying such average weekly insured wage by 1.10, and by rounding  
33 such figure to its nearest multiple of two dollars (\$2.00), and this said maximum weekly benefit  
34 shall be applicable to all injuries and claims arising on and after January 1 following such  
35 computation. Such maximum weekly benefit shall apply to all provisions of this Chapter and  
36 shall be adjusted July 1 and effective January 1 of each year as herein provided."

37       **SECTION 9.** G.S. 97-30 reads as rewritten:

38       **"§ 97-30. Partial incapacity.**

39       Except as otherwise provided in G.S. 97-31, where the incapacity for work resulting from  
40 the injury is partial, the employer shall pay, or cause to be paid, as hereinafter provided, to the  
41 injured employee during such disability, a weekly compensation equal to sixty-six and  
42 two-thirds percent (66 2/3%) of the difference between his average weekly wages before the  
43 injury and the average weekly wages which he is able to earn thereafter, but not more than the  
44 amount established annually to be effective October 1 as provided in G.S. 97-29 a week, and in  
45 no case shall the period covered by such compensation be greater than ~~300~~500 weeks from the  
46 date of injury. In case the partial disability begins after a period of total disability, the latter  
47 period shall be deducted from the maximum period herein allowed for partial disability. An  
48 officer or member of the State Highway Patrol shall not be awarded any weekly compensation  
49 under the provisions of this section for the first two years of any incapacity resulting from an  
50 injury by accident arising out of and in the course of the performance by him of his official  
51 duties if, during such incapacity, he continues to be an officer or member of the State Highway

1 Patrol, but he shall be awarded any other benefits to which he may be entitled under the  
2 provisions of this Article."

3 **SECTION 10.** G.S. 97-32 reads as rewritten:

4 "**§ 97-32. Refusal of injured employee to accept suitable employment as suspending  
5 compensation.**

6 If an injured employee refuses ~~employment procured for him suitable to his capacity~~ he  
7 suitable employment as defined by G.S. 97-2(22), the employee shall not be entitled to any  
8 compensation at any time during the continuance of such refusal, unless in the opinion of the  
9 Industrial Commission such refusal was justified. Nothing in this Article prohibits an employer  
10 from contacting the employee directly about returning to suitable employment."

11 **SECTION 11.** G.S. 97-38 reads as rewritten:

12 "**§ 97-38. Where death results proximately from compensable injury or occupational  
13 disease; dependents; burial expenses; compensation to aliens; election by  
14 partial dependents.**

15 If death results proximately from a compensable injury or occupational disease and within  
16 six years thereafter, or within two years of the final determination of disability, whichever is  
17 later, the employer shall pay or cause to be paid, subject to the provisions of other sections of  
18 this Article, weekly payments of compensation equal to sixty-six and two-thirds percent (66  
19 2/3%) of the average weekly wages of the deceased employee at the time of the accident, but  
20 not more than the amount established annually to be effective October 1 as provided in  
21 G.S. 97-29, nor less than thirty dollars (\$30.00), per week, and burial expenses not exceeding  
22 ~~three thousand five hundred dollars (\$3,500),~~ ten thousand dollars (\$10,000), to the person or  
23 persons entitled thereto as follows:

24 ...

- 25 (3) If there is no person wholly dependent, and the person or all persons  
26 partially dependent is or are within the classes of persons defined as "next of  
27 kin" in G.S. 97-40, whether or not such persons or such classes of persons  
28 are of kin to the deceased employee in equal degree, and all so elect, he or  
29 they may take, share and share alike, the commuted value of the amount  
30 provided for whole dependents in (1) above instead of the proportional  
31 payment provided for partial dependents in (2) above; provided, that the  
32 election herein provided may be exercised on behalf of any infant partial  
33 dependent by a duly qualified guardian; provided, further, that the Industrial  
34 Commission may, in its discretion, permit a parent or person standing in loco  
35 parentis to such infant to exercise such option in its behalf, the award to be  
36 payable only to a duly qualified guardian except as in this Article otherwise  
37 provided; and provided, further, that if such election is exercised by or on  
38 behalf of more than one person, then they shall take the commuted amount  
39 in equal shares.

40 When weekly payments have been made to an injured employee before  
41 his death, the compensation to dependents shall begin from the date of the  
42 last of such payments. Compensation payments due on account of death  
43 shall be paid for a period of ~~400~~500 weeks from the date of the death of the  
44 employee; provided, however, after said ~~400-week~~ 500-week period in case  
45 of a widow or widower who is unable to support herself or himself because  
46 of physical or mental disability as of the date of death of the employee,  
47 compensation payments shall continue during her or his lifetime or until  
48 remarriage and compensation payments due a dependent child shall be  
49 continued until such child reaches the age of 18.

50 Compensation payable under this Article to aliens not residents (or about  
51 to become nonresidents) of the United States or Canada, shall be the same in

1 amounts as provided for residents, except that dependents in any foreign  
2 country except Canada shall be limited to surviving spouse and child or  
3 children, or if there be no surviving spouse or child or children, to the  
4 surviving father or mother."

5 **SECTION 12.** G.S. 97-77(a) reads as rewritten:

6 "(a) There is hereby created a commission to be known as the North Carolina Industrial  
7 Commission, consisting of ~~seven~~five commissioners who shall devote their entire time to the  
8 duties of the Commission. The Governor shall appoint the members of the ~~Commission, one for~~  
9 ~~a term of two years, one for a term of four years, one for a term~~ Commission for terms of six  
10 years. Of the additional appointments made in 1994, one shall be for a term expiring June 30,  
11 1996, one for a term expiring June 30, 1998, and two for terms expiring June 30, 2000. Upon  
12 the expiration of each term as above mentioned, the Governor shall appoint a successor for a  
13 term of six years, and thereafter the term of office of each commissioner shall be six years. Not  
14 more than three ~~Two appointees~~ commissioners shall be persons who, on account of their  
15 previous vocations, employment or affiliations, can be classed as representatives of ~~employers,~~  
16 ~~and not more than three employers.~~ Two appointees ~~commissioners~~ shall be persons who, on  
17 account of their previous vocations, employment or affiliations, can be classed as  
18 representatives of employees. No person may serve more than two terms on the Commission.  
19 Service for any part of a term counts as a term. For the purpose of this paragraph, service prior  
20 to its effective date shall be counted in the calculation."

21 **SECTION 13.** G.S. 97-77 is amended by adding a new subsection to read:

22 "(a) Appointments of commissioners are subject to confirmation by the General  
23 Assembly by joint resolution. The names of commissioners to be appointed by the Governor  
24 shall be submitted by the Governor to the General Assembly for confirmation by the General  
25 Assembly on or before March 1 of the year of expiration of the term. If the Governor fails to  
26 timely submit nominations, the General Assembly shall appoint to fill the succeeding term  
27 upon the joint recommendation of the President Pro Tempore of the Senate and the Speaker of  
28 the House of Representatives in accordance with G.S. 120-121 not inconsistent with this  
29 section.

30 In case of death, incapacity, resignation, or vacancy for any other reason in the office of any  
31 commissioner prior to the expiration of the term of office, a nomination to fill the vacancy for  
32 the remainder of the unexpired term shall be submitted by the Governor within four weeks after  
33 the vacancy arises to the General Assembly for confirmation by the General Assembly. If the  
34 Governor fails to timely nominate a person to fill the vacancy, the General Assembly shall  
35 appoint to fill the remainder of the unexpired term upon the joint recommendation of the  
36 President Pro Tempore of the Senate and the Speaker of the House of Representatives in  
37 accordance with G.S. 120-121 not inconsistent with this section. If a vacancy arises or exists  
38 pursuant to this subsection when the General Assembly is not in session, and the appointment is  
39 deemed urgent by the Governor, the commissioner may be appointed and serve on an interim  
40 basis pending confirmation by the General Assembly. For the purpose of this subsection, the  
41 General Assembly is not in session only (i) prior to convening of the Regular Session, (ii)  
42 during any adjournment of the Regular Session for more than 10 days, and (iii) after sine die  
43 adjournment of the Regular Session.

44 No person while in office as a commissioner may be nominated or appointed on an interim  
45 basis to fill the remainder of an unexpired term, or to a full term that commences prior to the  
46 expiration of the term that the commissioner is serving."

47 **SECTION 14.** Article 1 of Chapter 97 of the General Statutes is amended by  
48 adding a new section to read:

49 "§ 97-78.1. Standards of judicial conduct to apply to commissioners and deputy  
50 commissioners.



1        The standards of judicial conduct provided for judges in Article 30 of Chapter 7A of the  
2 General Statutes shall apply to commissioners and deputy commissioners. Commissioners and  
3 deputy commissioners shall be liable to impeachment for the causes and in the manner  
4 provided for judges of the General Court of Justice in Chapter 123 of the General Statutes.  
5 Commissioners and deputy commissioners shall not engage in any other employment, business,  
6 profession, or vocation while in office."

7        **SECTION 15.** G.S. 97-80(a) reads as rewritten:

8        "(a) The Commission ~~may make~~ shall adopt rules, in accordance with Article 2A of  
9 Chapter 150B of the General Statutes and not inconsistent with this Article, for carrying out the  
10 provisions of this Article. ~~The Commission shall request the Office of State Budget and~~  
11 ~~Management to prepare a fiscal note for a proposed new or amended rule that has a substantial~~  
12 ~~economic impact, as defined in G.S. 150B-21.4(b1). The Commission shall not take final action~~  
13 ~~on a proposed rule change that has a substantial economic impact until at least 60 days after the~~  
14 ~~fiscal note has been prepared.~~

15        ~~Processes, procedure, and discovery under this Article shall be as summary and simple as~~  
16 ~~reasonably may be."~~

17        **SECTION 16.** G.S. 97-84 reads as rewritten:

18        "**§ 97-84. Determination of disputes by Commission or deputy.**

19        The Commission or any of its members shall hear the parties at issue and their  
20 representatives and witnesses, and shall determine the dispute in a summary manner. The  
21 Commission shall decide the case and issue findings of fact based upon the preponderance of  
22 the evidence in view of the entire record. The award, together with a statement of the findings  
23 of fact, rulings of law, and other matters pertinent to the questions at issue shall be filed with  
24 the record of the proceedings, within 180 days of the close of the hearing record unless time is  
25 extended for good cause by the Commission, and a copy of the award shall immediately be sent  
26 to the parties in dispute. The parties may be heard by a deputy, in which event the hearing shall  
27 be conducted in the same way and manner prescribed for hearings which are conducted by a  
28 member of the Industrial Commission, and said deputy shall proceed to a complete  
29 determination of the matters in dispute, file his written opinion within 180 days of the close of  
30 the hearing record unless time is extended for good cause by the Commission, and the deputy  
31 shall cause to be issued an award pursuant to such determination."

32        **SECTION 17.(a)** G.S. 150B-1(c) reads as rewritten:

33        "(c) Full Exemptions. – This Chapter applies to every agency except:

- 34        (1) The North Carolina National Guard in exercising its court-martial  
35        jurisdiction.
- 36        (2) The Department of Health and Human Services in exercising its authority  
37        over the Camp Butner reservation granted in Article 6 of Chapter 122C of  
38        the General Statutes.
- 39        (3) The Utilities Commission.
- 40        ~~(4) The Industrial Commission.~~
- 41        (5) The Employment Security Commission.
- 42        (6) The State Board of Elections in administering the HAVA Administrative  
43        Complaint Procedure of Article 8A of Chapter 163 of the General Statutes.
- 44        (7) The North Carolina State Lottery.
- 45        (8) **(Expires June 30, 2012)** Except as provided in G.S. 150B-21.1B, any  
46        agency with respect to contracts, disputes, protests, and/or claims arising out  
47        of or relating to the implementation of the American Recovery and  
48        Reinvestment Act of 2009 (Public Law 111-5)."

49        **SECTION 17.(b)** G.S. 150B-1(e) is amended by adding a new subdivision to

50        read:

1       "(e) Exemptions From Contested Case Provisions. – The contested case provisions of  
2 this Chapter apply to all agencies and all proceedings not expressly exempted from the Chapter.  
3 The contested case provisions of this Chapter do not apply to the following:

4       ...

5       (18) The Industrial Commission."

6       **SECTION 17.(c)** The Industrial Commission shall adopt all rules contained in  
7 Title 4 of Chapter 10 of the North Carolina Administrative Code as of the effective date of this  
8 act in accordance with Article 2A of Chapter 150B of the General Statutes. Any existing rule  
9 that has not been readopted by December 31, 2012, shall expire.

10       **SECTION 17.(d)** This section becomes effective May 1, 2011, and applies to  
11 claims filed and to rule making commenced on or after that date.

12       **SECTION 18.** As of February 1, 2011, the terms of the seven members of the  
13 Industrial Commission are as follows:

- 14       (1) One serves a term expiring April 30, 2011.
- 15       (2) Two serve terms expiring June 30, 2012.
- 16       (3) One serves a term expiring April 30, 2013.
- 17       (4) One serves a term expiring June 30, 2014.
- 18       (5) One serves a term expiring April 30, 2015.
- 19       (6) One serves a term expiring June 30, 2016.

20 The reduction from seven commissioners to five commissioners provided by Section 9 of this  
21 act is effective by not filling the two offices that expire June 30, 2012, pursuant to subdivision  
22 (2) of this section. The reduction from three commissioners to two in the employee and  
23 employer categories of qualification and the qualifications of the fifth commissioner as  
24 provided by G.S. 97-77(a) become effective July 1, 2012.

25       **SECTION 19.** This act is effective when it becomes law, with Sections 4, 5, 6, and  
26 7 applying as to claims pending on or after that date. Sections 2, 3, 8, 9, 10, 11, and 16 of this  
27 act become effective July 1, 2011, and apply to claims arising on or after that date.