

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

SENATE BILL 1076

By: Murdock

AS INTRODUCED

An Act relating to the Administrative Workers' Compensation Act; amending 85A O.S. 2021, Section 2, which relates to definitions; eliminating certain provisions of definition; updating statutory references; and providing an effective date.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. AMENDATORY 85A O.S. 2021, Section 2, is amended to read as follows:

Section 2. As used in the Administrative Workers' Compensation Act:

1. "Actually dependent" means a surviving spouse, a child or any other person who receives one-half (1/2) or more of his or her support from the employee;

2. "Carrier" means any stock company, mutual company, or reciprocal or interinsurance exchange authorized to write or carry on the business of workers' compensation insurance in this state.

Whenever required by the context, the term "carrier" shall be deemed to include duly qualified self-insureds or self-insured groups;

1           3. "Case management" means the ongoing coordination, by a case  
2 manager, of health care services provided to an injured or disabled  
3 worker, including but not limited to systematically monitoring the  
4 treatment rendered and the medical progress of the injured or  
5 disabled worker; ensuring that any treatment plan follows all  
6 appropriate treatment protocols, utilization controls and practice  
7 parameters; assessing whether alternative health care services are  
8 appropriate and delivered in a cost-effective manner based upon  
9 acceptable medical standards; and ensuring that the injured or  
10 disabled worker is following the prescribed health care plan;

11           4. "Case manager" means a person who is a registered nurse with  
12 a current, active unencumbered license from the Oklahoma Board of  
13 Nursing, or possesses one or more of the following certifications  
14 which indicate the individual has a minimum number of years of case  
15 management experience, has passed a national competency test and  
16 regularly obtains continuing education hours to maintain  
17 certification:

- 18           a. Certified Disability Management Specialist (CDMS),
- 19           b. Certified Case Manager (CCM),
- 20           c. Certified Rehabilitation Registered Nurse (CRRN),
- 21           d. Case Manager - Certified (CMC),
- 22           e. Certified Occupational Health Nurse (COHN), or
- 23           f. Certified Occupational Health Nurse Specialist (COHN-
- 24           S);

1           5. "Certified workplace medical plan" means an organization of  
2 health care providers or any other entity, certified by the State  
3 Commissioner of Health, that is authorized to enter into a  
4 contractual agreement with an employer, group self-insurance  
5 association plan, an employer's workers' compensation insurance  
6 carrier, third-party administrator or an insured to provide medical  
7 care under the Administrative Workers' Compensation Act. Certified  
8 plans shall only include plans which provide medical services and  
9 payment for services on a fee-for-service basis to medical  
10 providers;

11           6. "Child" means a natural or adopted son or daughter of the  
12 employee under eighteen (18) years of age; or a natural or adopted  
13 son or daughter of an employee eighteen (18) years of age or over  
14 who is physically or mentally incapable of self-support; or any  
15 natural or adopted son or daughter of an employee eighteen (18)  
16 years of age or over who is actually dependent; or any natural or  
17 adopted son or daughter of an employee between eighteen (18) and  
18 twenty-three (23) years of age who is enrolled as a full-time  
19 student in any accredited educational institution. The term "child"  
20 includes a posthumous child, a child legally adopted or one for whom  
21 adoption proceedings are pending at the time of death, an actually  
22 dependent stepchild or an actually dependent acknowledged child born  
23 out of wedlock;

1           7. "Claimant" means a person who claims benefits for an injury  
2 or occupational disease pursuant to the provisions of the  
3 Administrative Workers' Compensation Act;

4           8. "Commission" means the Workers' Compensation Commission;

5           9. a. "Compensable injury" means damage or harm to the  
6 physical structure of the body, or damage or harm to  
7 prosthetic appliances, including eyeglasses, contact  
8 lenses, or hearing aids, of which the major cause is  
9 either an accident, cumulative trauma or occupational  
10 disease arising out of the course and scope of  
11 employment. An "accident" means an event involving  
12 factors external to the employee that:

13           (1) was unintended, unanticipated, unforeseen,  
14           unplanned and unexpected,

15           (2) occurred at a specifically identifiable time and  
16           place,

17           (3) occurred by chance or from unknown causes, or

18           (4) was independent of sickness, mental incapacity,  
19           bodily infirmity or any other cause.

20           b. "Compensable injury" does not include:

21           (1) injury to any active participant in assaults or  
22           combats which, although they may occur in the  
23           workplace, are the result of non-employment-  
24           related hostility or animus of one, both, or all

1 of the combatants and which assault or combat  
2 amounts to a deviation from customary duties;  
3 provided, however, injuries caused by horseplay  
4 shall not be considered to be compensable  
5 injuries, except for innocent victims,

6 (2) injury incurred while engaging in or performing  
7 or as the result of engaging in or performing any  
8 recreational or social activities for the  
9 employee's personal pleasure,

10 (3) injury which was inflicted on the employee at a  
11 time when employment services were not being  
12 performed or before the employee was hired or  
13 after the employment relationship was terminated,

14 (4) injury if the accident was caused by the use of  
15 alcohol, illegal drugs, or prescription drugs  
16 used in contravention of physician's orders. If  
17 a biological specimen is collected within twenty-  
18 four (24) hours of the employee being injured or  
19 reporting an injury, or if at any time after the  
20 injury a biological specimen is collected by the  
21 Oklahoma Office of the Chief Medical Examiner if  
22 the injured employee does not survive for at  
23 least twenty-four (24) hours after the injury and  
24 the employee tests positive for intoxication, an  
25

1 illegal controlled substance, or a legal  
2 controlled substance used in contravention to a  
3 treating physician's orders, or refuses to  
4 undergo the drug and alcohol testing, there shall  
5 be a rebuttable presumption that the injury was  
6 caused by the use of alcohol, illegal drugs, or  
7 prescription drugs used in contravention of  
8 physician's orders. This presumption may only be  
9 overcome if the employee proves by clear and  
10 convincing evidence that his or her state of  
11 intoxication had no causal relationship to the  
12 injury,

13 (5) any strain, degeneration, damage or harm to, or  
14 disease or condition of, the eye or  
15 musculoskeletal structure or other body part  
16 resulting from the natural results of aging,  
17 osteoarthritis, arthritis, or degenerative  
18 process including, but not limited to,  
19 degenerative joint disease, degenerative disc  
20 disease, degenerative  
21 spondylosis/spondylolisthesis and spinal  
22 stenosis, or

23 (6) any preexisting condition except when the  
24 treating physician clearly confirms an

1                    identifiable and significant aggravation incurred  
2                    in the course and scope of employment.

3                    c.    A compensable injury shall be established by medical  
4                    evidence supported by objective findings as defined in  
5                    paragraph 31 of this section.

6                    d.    The injured employee shall prove by a preponderance of  
7                    the evidence that he or she has suffered a compensable  
8                    injury.

9                    e.    Benefits shall not be payable for a condition which  
10                   results from a non-work-related independent  
11                   intervening cause following a compensable injury which  
12                   causes or prolongs disability, aggravation, or  
13                   requires treatment. A non-work-related independent  
14                   intervening cause does not require negligence or  
15                   recklessness on the part of a claimant.

16                   f.    An employee who suffers a compensable injury shall be  
17                   entitled to receive compensation as prescribed in ~~this~~  
18                   ~~act~~ the Administrative Workers' Compensation Act.  
19                   Notwithstanding other provisions of law, if it is  
20                   determined that a compensable injury did not occur,  
21                   the employee shall not be entitled to compensation  
22                   under ~~this act~~ the Administrative Workers'  
23                   Compensation Act;

1           10. "Compensation" means the money allowance payable to the  
2 employee or to his or her dependents and includes the medical  
3 services and supplies provided for in Section 50 of this title and  
4 funeral expenses;

5           11. "Consequential injury" means injury or harm to a part of  
6 the body that is a direct result of the injury or medical treatment  
7 to the part of the body originally injured in the claim. The  
8 Commission shall not make a finding of a consequential injury unless  
9 it is established by objective medical evidence that medical  
10 treatment for such part of the body is required;

11           12. "Continuing medical maintenance" means medical treatment  
12 that is reasonable and necessary to maintain claimant's condition  
13 resulting from the compensable injury or illness after reaching  
14 maximum medical improvement. Continuing medical maintenance shall  
15 not include diagnostic tests, surgery, injections, counseling,  
16 physical therapy, or pain management devices or equipment;

17           13. "Course and scope of employment" means an activity of any  
18 kind or character for which the employee was hired and that relates  
19 to and derives from the work, business, trade or profession of an  
20 employer, and is performed by an employee in the furtherance of the  
21 affairs or business of an employer. The term includes activities  
22 conducted on the premises of an employer or at other locations  
23 designated by an employer and travel by an employee in furtherance  
24



1 of the affairs of an employer that is specifically directed by the  
2 employer. This term does not include:

- 3 a. an employee's transportation to and from his or her  
4 place of employment,
- 5 b. travel by an employee in furtherance of the affairs of  
6 an employer if the travel is also in furtherance of  
7 personal or private affairs of the employee,
- 8 c. any injury occurring in a parking lot or other common  
9 area adjacent to an employer's place of business  
10 before the employee clocks in or otherwise begins work  
11 for the employer or after the employee clocks out or  
12 otherwise stops work for the employer unless the  
13 employer owns or maintains exclusive control over the  
14 area, or
- 15 d. any injury occurring while an employee is on a work  
16 break, unless the injury occurs while the employee is  
17 on a work break inside the employer's facility or in  
18 an area owned by or exclusively controlled by the  
19 employer and the work break is authorized by the  
20 employee's supervisor;

21 14. "Cumulative trauma" means an injury to an employee that is  
22 caused by the combined effect of repetitive physical activities  
23 extending over a period of time in the course and scope of  
24 employment. Cumulative trauma shall not mean fatigue, soreness or  
25

1 general aches and pain that may have been caused, aggravated,  
2 exacerbated or accelerated by the employee's course and scope of  
3 employment. Cumulative trauma shall have resulted directly and  
4 independently of all other causes;

5 15. "Death" means only death resulting from compensable injury  
6 as defined in paragraph 9 of this section;

7 16. "Disability" means incapacity because of compensable injury  
8 to earn, in the same or any other employment, substantially the same  
9 amount of wages the employee was receiving at the time of the  
10 compensable injury;

11 17. "Drive-away operations" includes every person engaged in  
12 the business of transporting and delivering new or used vehicles by  
13 driving, either singly or by towbar, saddle-mount or full-mount  
14 method, or any combination thereof, with or without towing a  
15 privately owned vehicle;

16 18. a. "Employee" means any person, including a minor, in the  
17 service of an employer under any contract of hire or  
18 apprenticeship, written or oral, expressed or implied,  
19 but excluding one whose employment is casual and not  
20 in the course of the trade, business, profession, or  
21 occupation of his or her employer and excluding one  
22 who is required to perform work for a municipality or  
23 county or the state or federal government on having  
24 been convicted of a criminal offense or while

1           incarcerated. "Employee" shall also include a member  
2           of the Oklahoma National Guard while in the  
3           performance of duties only while in response to state  
4           orders and any authorized voluntary or uncompensated  
5           worker, rendering services as a firefighter, law  
6           enforcement officer or emergency management worker.  
7           Travel by a police officer, fireman, or a member of a  
8           first aid or rescue squad, in responding to and  
9           returning from an emergency, shall be deemed to be in  
10          the course of employment.

11          b.    The term "employee" shall not include:

12           (1)   any person for whom an employer is liable under  
13           any Act of Congress for providing compensation to  
14           employees for injuries, disease or death arising  
15           out of and in the course of employment including,  
16           but not limited to, the Federal Employees'  
17           Compensation Act, the Federal Employers'  
18           Liability Act, the Longshore and Harbor Workers'  
19           Compensation Act and the Jones Act, to the extent  
20           his or her employees are subject to such acts,

21           (2)   any person who is employed in agriculture,  
22           ranching, or horticulture ~~by an employer who had~~  
23           ~~a gross annual payroll in the preceding calendar~~  
24           ~~year of less than One Hundred Thousand Dollars~~

1 ~~(\$100,000.00) wages for agricultural, ranching or~~  
2 ~~horticultural workers, or any person who is~~  
3 ~~employed in agriculture, ranching or horticulture~~  
4 ~~who is not engaged in operation of motorized~~  
5 ~~machines.~~ This exemption applies to any period  
6 of time for which such employment exists,  
7 irrespective of whether or not the person is  
8 employed in other activities for which the  
9 exemption does not apply. ~~If the person is~~  
10 ~~employed for part of a year in exempt activities~~  
11 ~~and for part of a year in nonexempt activities,~~  
12 ~~the employer shall be responsible for providing~~  
13 ~~workers' compensation only for the period of time~~  
14 ~~for which the person is employed in nonexempt~~  
15 ~~activities,~~

16 (3) any person who is a licensed real estate sales  
17 associate or broker, paid on a commission basis,

18 (4) any person employed by an employer with five or  
19 fewer total employees, all of whom are related  
20 within the second degree by blood or marriage to  
21 the employer, all of whom are dependents living  
22 in the household of the employer, or all of whom  
23 are a combination of such relatives and  
24 dependents. If the employer is not a natural

1 person such relative shall be related within the  
2 second degree by blood or marriage to a person  
3 who owns fifty percent (50%) or more of the  
4 employer, or such dependent shall be in the  
5 household of a person who owns fifty percent  
6 (50%) or more of the employer,

7 (5) any person employed by an employer which is a  
8 youth sports league which qualifies for exemption  
9 from federal income taxation pursuant to federal  
10 law,

11 (6) sole proprietors, members of a partnership,  
12 individuals who are party to a franchise  
13 agreement as set out by the Federal Trade  
14 Commission franchise disclosure rule, 16 CFR  
15 436.1 through 436.11, members of a limited  
16 liability company who own at least ten percent  
17 (10%) of the capital of the limited liability  
18 company or any stockholder-employees of a  
19 corporation who own ten percent (10%) or more  
20 stock in the corporation, unless they elect to be  
21 covered by a policy of insurance covering  
22 benefits under the Administrative Workers'  
23 Compensation Act,

1 (7) any person providing or performing voluntary  
2 service who receives no wages for the services  
3 other than meals, drug or alcohol rehabilitative  
4 therapy, transportation, lodging or reimbursement  
5 for incidental expenses except for volunteers  
6 specifically provided for in subparagraph a of  
7 this paragraph,

8 (8) a person, commonly referred to as an owner-  
9 operator, who owns or leases a truck-tractor or  
10 truck for hire, if the owner-operator actually  
11 operates the truck-tractor or truck and if the  
12 person contracting with the owner-operator is not  
13 the lessor of the truck-tractor or truck.  
14 Provided, however, an owner-operator shall not be  
15 precluded from workers' compensation coverage  
16 under the Administrative Workers' Compensation  
17 Act if the owner-operator elects to participate  
18 as a sole proprietor,

19 (9) a person referred to as a drive-away owner-  
20 operator who privately owns and utilizes a tow  
21 vehicle in drive-away operations and operates  
22 independently for hire, if the drive-away owner-  
23 operator actually utilizes the tow vehicle and if  
24 the person contracting with the drive-away owner-

1 operator is not the lessor of the tow vehicle.  
2 Provided, however, a drive-away owner-operator  
3 shall not be precluded from workers' compensation  
4 coverage under the Administrative Workers'  
5 Compensation Act if the drive-away owner-operator  
6 elects to participate as a sole proprietor, and  
7 (10) any person who is employed as a domestic servant  
8 or as a casual worker in and about a private home  
9 or household, which private home or household had  
10 a gross annual payroll in the preceding calendar  
11 year of less than Fifty Thousand Dollars  
12 (\$50,000.00) for such workers;

13 19. "Employer" means a natural person, partnership,  
14 association, limited liability company, corporation, and the legal  
15 representatives of a deceased employer, or the receiver or trustee  
16 of a person, partnership, association, corporation, or limited  
17 liability company, departments, instrumentalities and institutions  
18 of this state and divisions thereof, counties and divisions thereof,  
19 public trusts, boards of education and incorporated cities or towns  
20 and divisions thereof, employing a person included within the term  
21 "employee" as defined in this section. Employer may also mean the  
22 employer's workers' compensation insurance carrier, if applicable.  
23 Except as provided otherwise, ~~this act~~ the Administrative Workers'

1 Compensation Act applies to all public and private entities and  
2 institutions;

3 20. "Employment" includes work or labor in a trade, business,  
4 occupation or activity carried on by an employer or any authorized  
5 voluntary or uncompensated worker rendering services as a  
6 firefighter, peace officer or emergency management worker;

7 21. "Evidence-based" means expert-based, literature-supported  
8 and outcomes validated by well-designed randomized trials when such  
9 information is available and which uses the best available evidence  
10 to support medical decision making;

11 22. "Gainful employment" means the capacity to perform  
12 employment for wages for a period of time that is not part-time,  
13 occasional or sporadic;

14 23. "Impaired self-insurer" means a private self-insurer or  
15 group self-insurance association that fails to pay its workers'  
16 compensation obligations, or is financially unable to do so and is  
17 the subject of any proceeding under the Federal Bankruptcy Reform  
18 Act of 1978, and any subsequent amendments or is the subject of any  
19 proceeding in which a receiver, custodian, liquidator,  
20 rehabilitator, trustee or similar officer has been appointed by a  
21 court of competent jurisdiction to act in lieu of or on behalf of  
22 the self-insurer;

23 24. "Incapacity" means inadequate strength or ability to  
24 perform a work-related task;



1           25. "Insurance Commissioner" means the Insurance Commissioner  
2 of the State of Oklahoma;

3           26. "Insurance Department" means the Insurance Department of  
4 the State of Oklahoma;

5           27. "Major cause" means more than fifty percent (50%) of the  
6 resulting injury, disease or illness. A finding of major cause  
7 shall be established by a preponderance of the evidence. A finding  
8 that the workplace was not a major cause of the injury, disease or  
9 illness shall not adversely affect the exclusive remedy provisions  
10 of ~~this act~~ the Administrative Workers' Compensation Act and shall  
11 not create a separate cause of action outside ~~this act~~ the  
12 Administrative Workers' Compensation Act;

13           28. "Maximum medical improvement" means that no further  
14 material improvement would reasonably be expected from medical  
15 treatment or the passage of time;

16           29. "Medical services" means those services specified in  
17 Section 50 of this title;

- 18           30. "Misconduct" shall include the following:
- 19           a. unexplained absenteeism or tardiness,
  - 20           b. willful or wanton indifference to or neglect of the  
21           duties required,
  - 22           c. willful or wanton breach of any duty required by the  
23           employer,
- 24

- 1 d. the mismanagement of a position of employment by  
2 action or inaction,  
3 e. actions or omissions that place in jeopardy the  
4 health, life, or property of self or others,  
5 f. dishonesty,  
6 g. wrongdoing,  
7 h. violation of a law, or  
8 i. a violation of a policy or rule adopted to ensure  
9 orderly work or the safety of self or others;

10 31. a. (1) "Objective findings" are those findings which  
11 cannot come under the voluntary control of the  
12 patient.

13 (2) (a) When determining permanent disability, a  
14 physician, any other medical provider, an  
15 administrative law judge, the Commission or  
16 the courts shall not consider complaints of  
17 pain.

18 (b) For the purpose of making permanent  
19 disability ratings to the spine, physicians  
20 shall use criteria established by the Sixth  
21 Edition of the American Medical Association  
22 "Guides to the Evaluation of Permanent  
23 Impairment".

1 (3) (a) Objective evidence necessary to prove  
2 permanent disability in occupational hearing  
3 loss cases may be established by medically  
4 recognized and accepted clinical diagnostic  
5 methodologies, including, but not limited  
6 to, audiological tests that measure air and  
7 bone conduction thresholds and speech  
8 discrimination ability.

9 (b) Any difference in the baseline hearing  
10 levels shall be confirmed by subsequent  
11 testing; provided, however, such test shall  
12 be given within four (4) weeks of the  
13 initial baseline hearing level test but not  
14 before five (5) days after being adjusted  
15 for presbycusis.

16 b. Medical opinions addressing compensability and  
17 permanent disability shall be stated within a  
18 reasonable degree of medical certainty;

19 32. "Official Disability Guidelines" or "ODG" means the current  
20 edition of the Official Disability Guidelines and the ODG Treatment  
21 in Workers' Comp as published by the Work Loss Data Institute;

22 33. "Permanent disability" means the extent, expressed as a  
23 percentage, of the loss of a portion of the total physiological  
24 capabilities of the human body as established by competent medical  
25

1 evidence and based on the Sixth Edition of the American Medical  
2 Association "Guides to the Evaluation of Permanent Impairment", if  
3 the impairment is contained therein;

4 34. "Permanent partial disability" means a permanent disability  
5 or loss of use after maximum medical improvement has been reached  
6 which prevents the injured employee, who has been released to return  
7 to work by the treating physician, from returning to his or her pre-  
8 injury or equivalent job. All evaluations of permanent partial  
9 disability must be supported by objective findings;

10 35. "Permanent total disability" means, based on objective  
11 findings, incapacity, based upon accidental injury or occupational  
12 disease, to earn wages in any employment for which the employee may  
13 become physically suited and reasonably fitted by education,  
14 training, experience or vocational rehabilitation provided under  
15 ~~this act~~ the Administrative Workers' Compensation Act. Loss of both  
16 hands, both feet, both legs, or both eyes, or any two thereof, shall  
17 constitute permanent total disability;

18 36. "Preexisting condition" means any illness, injury, disease,  
19 or other physical or mental condition, whether or not work-related,  
20 for which medical advice, diagnosis, care or treatment was  
21 recommended or received preceding the date of injury;

22 37. "Pre-injury or equivalent job" means the job that the  
23 claimant was working for the employer at the time the injury  
24 occurred or any other employment offered by the claimant's employer

1 that pays at least one hundred percent (100%) of the employee's  
2 average weekly wage;

3 38. "Private self-insurer" means a private employer that has  
4 been authorized to self-insure its workers' compensation obligations  
5 pursuant to ~~this act~~ the Administrative Workers' Compensation Act,  
6 but does not include group self-insurance associations authorized by  
7 ~~this act~~ the Administrative Workers' Compensation Act, or any public  
8 employer that self-insures pursuant to ~~this act~~ the Administrative  
9 Workers' Compensation Act;

10 39. "Prosthetic" means an artificial device used to replace a  
11 part or joint of the body that is lost or injured in an accident or  
12 illness covered by ~~this act~~ the Administrative Workers' Compensation  
13 Act;

14 40. "Scheduled member" or "member" means hands, fingers, arms,  
15 legs, feet, toes, and eyes. In addition, for purposes of the  
16 Multiple Injury Trust Fund only, "scheduled member" means hearing  
17 impairment;

18 41. "Scientifically based" involves the application of  
19 rigorous, systematic, and objective procedures to obtain reliable  
20 and valid knowledge relevant to medical testing, diagnoses and  
21 treatment; is adequate to justify the general conclusions drawn; and  
22 has been accepted by a peer-review journal or approved by a panel of  
23 independent experts through a comparably rigorous, objective, and  
24 scientific review;

1           42. "State average weekly wage" means the state average weekly  
2 wage determined by the Oklahoma Employment Security Commission in  
3 the preceding calendar year. If such determination is not  
4 available, the Commission shall determine the wage annually after  
5 reasonable investigation;

6           43. "Subcontractor" means a person, firm, corporation or other  
7 legal entity hired by the general or prime contractor to perform a  
8 specific task for the completion of a work-related activity;

9           44. "Surgery" does not include an injection, or the forcing of  
10 fluids beneath the skin, for treatment or diagnosis;

11           45. "Surviving spouse" means the employee's spouse by reason of  
12 a legal marriage recognized by the State of Oklahoma or under the  
13 requirements of a common law marriage in this state, as determined  
14 by the Workers' Compensation Commission;

15           46. "Temporary partial disability" means an injured employee  
16 who is temporarily unable to perform his or her job, but may perform  
17 alternative work offered by the employer;

18           47. "Time of accident" or "date of accident" means the time or  
19 date of the occurrence of the accidental incident from which  
20 compensable injury, disability, or death results; and

21           48. "Wages" means money compensation received for employment at  
22 the time of the accident, including the reasonable value of board,  
23 rent, housing, lodging, or similar advantage received from the  
24 employer and includes the amount of tips required to be reported by

1 the employer under Section 6053 of the Internal Revenue Code and the  
2 regulations promulgated pursuant thereto or the amount of actual  
3 tips reported, whichever amount is greater.

4 SECTION 2. This act shall become effective November 1, 2025.

5  
6 60-1-961 MR 1/16/2025 3:10:28 PM  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25