

Table of Contents

CHAPTER 1. INTRODUCTION

- § 1:1 Generally
- § 1:2 Workers' compensation in Iowa
- § 1:3 Construction

CHAPTER 2. EMPLOYER AND EMPLOYEE

- § 2:1 Employer-employee relationship
- § 2:2 Employer and employee defined
- § 2:3 Persons not considered employees
- § 2:4 Persons not covered
- § 2:5 Casual employees
- § 2:6 Domestic employees
- § 2:7 Agricultural employees
- § 2:8 Independent contractors
- § 2:9 Partners, limited liability company members, limited liability partners and sole proprietors
- § 2:10 Corporate officers and directors
- § 2:11 Nonprofit organizations
- § 2:12 Volunteer fire fighters and reserve peace officers
- § 2:13 Medical care providers
- § 2:14 Inmates
- § 2:15 Real estate agents
- § 2:16 Elected and appointed officials
- § 2:17 Students

CHAPTER 3. INDEPENDENT CONTRACTORS

- § 3:1 Generally
- § 3:2 Borrowed servant
- § 3:3 Factors determining relationship

CHAPTER 4. INJURY

- § 4:1 Generally
- § 4:2 Cumulative injury
- § 4:3 Aggravation of a preexisting condition
- § 4:4 Waiver of physical defect not allowed
- § 4:5 Sequelae of injuries
- § 4:6 Heart attacks
- § 4:7 Emotional/psychological injury

CHAPTER 5. ARISING OUT OF EMPLOYMENT

- § 5:1 Generally
- § 5:2 Lightning
- § 5:3 Windstorms and tornadoes
- § 5:4 Exposure to temperature extremes
- § 5:5 Increased risk of injury

CHAPTER 6. IN COURSE OF EMPLOYMENT

- § 6:1 Generally
- § 6:2 On or about premises
- § 6:3 Residing on premises
- § 6:4 Lunchtime and break
- § 6:5 Personal comfort
- § 6:6 Emergencies
- § 6:7 Recreational and social activities
- § 6:8 Horseplay
- § 6:9 Violation of statute or rule
- § 6:10 Unusual and rash act
- § 6:11 Going and coming rule
- § 6:12 Employer-furnished transportation
- § 6:13 Special errands
- § 6:14 Dual purpose
- § 6:15 Traveling employees
- § 6:16 Deviation

CHAPTER 7. DEFENSES

- § 7:1 Generally
- § 7:2 Willful intent to injure self or another
- § 7:3 Intoxication
- § 7:4 Willful act of third party

CHAPTER 8. EXCLUSIVE REMEDY

- § 8:1 Generally
- § 8:2 Extent of employer's immunity
- § 8:3 Co-employee's limited immunity
- § 8:4 Third parties
- § 8:5 Contribution
- § 8:6 Indemnity
- § 8:7 Retaliatory discharge
- § 8:8 Bad faith against the insurance carrier

TABLE OF CONTENTS

CHAPTER 9. JURISDICTION

- § 9:1 Generally
- § 9:2 Forum shopping and full faith and credit
- § 9:3 Injuries outside Iowa are date dependent

CHAPTER 10. NOTICE

- § 10:1 Generally
- § 10:2 What constitutes actual knowledge
- § 10:3 Who is the employer
- § 10:4 Formal notice
- § 10:5 Sufficiency of formal notice
- § 10:6 Service of formal notice
- § 10:7 Occupational disease cases
- § 10:8 Cumulative injury cases
- § 10:9 Discovery rule
- § 10:10 Seriousness of injury unrecognized in injuries before July 1, 2017
- § 10:11 Requirement of notice not same as requirement for filing claim
- § 10:12 Burden of proof of failure to give notice to employer
- § 10:13 Effect of payments

CHAPTER 11. STATUTE OF LIMITATIONS

- § 11:1 Generally
- § 11:2 Commencing the action
- § 11:3 Under notice of payments since July 1, 1982
- § 11:4 No weekly benefits paid
- § 11:5 Weekly benefits paid
- § 11:6 Following an award or agreement for settlement
- § 11:7 Medical benefits
- § 11:8 Occupational disease
- § 11:9 Cumulative injury
- § 11:10 Occupational hearing loss
- § 11:11 Discovery rule on two-year statute
- § 11:12 No discovery rule on three-year statute
- § 11:13 Failure to file forms
- § 11:14 Effect of commutation
- § 11:15 Equitable estoppel
- § 11:16 Contingent Settlement
- § 11:17 Third party settlement credit

CHAPTER 12. RATE

- § 12:1 Generally

- § 12:2 Bonus
- § 12:3 Exemption and marital status
- § 12:4 Overtime and premium pay
- § 12:5 Hourly, daily, or output wages
- § 12:6 Earnings not determined
- § 12:7 No wages
- § 12:8 Professional athletes
- § 12:9 Part-time employee
- § 12:10 Volunteer fire fighters, emergency medical care providers and reserve peace officers
- § 12:11 Apprentice or trainee
- § 12:12 Inmates
- § 12:13 Proprietor, partner, limited liability company member or corporate officer
- § 12:14 Elected or appointed official
- § 12:15 Temporary partial disability
- § 12:16 Maximums and minimums

CHAPTER 13. DISABILITY BENEFITS

- § 13:1 Generally
- § 13:2 Temporary disability
- § 13:3 Temporary partial disability
- § 13:4 Healing period
- § 13:5 Permanent partial disability—Scheduled members
- § 13:6 —Body as a whole
- § 13:7 Successive disabilities
- § 13:8 Permanent total disability
- § 13:9 Odd-lot doctrine
- § 13:10 Termination of weekly benefits
- § 13:11 Penalty benefits
- § 13:12 Credits
- § 13:13 Garnishment

CHAPTER 14. DEATH BENEFITS

- § 14:1 Generally
- § 14:2 Death unrelated to injury
- § 14:3 Decedent with no dependents
- § 14:4 Conclusively presumed dependent—Spouse
- § 14:5 —Children
- § 14:6 Actual dependents
- § 14:7 Parental dependents
- § 14:8 Alien dependents
- § 14:9 Apportionment

TABLE OF CONTENTS

CHAPTER 15. MEDICAL BENEFITS

- § 15:1 Generally
- § 15:2 Authorization
- § 15:3 Independent Medical Exams
- § 15:4 Refusal by employee
- § 15:5 Alternate medical care
- § 15:6 Health services disputes
- § 15:7 Medical Benefits Delay and Denial as the Basis for
Bad Faith Tort Action

CHAPTER 16. REHABILITATION BENEFITS

- § 16:1 Eligibility
- § 16:2 Filing
- § 16:3 Available benefits

CHAPTER 17. SECOND INJURY FUND

- § 17:1 Generally
- § 17:2 Funding
- § 17:3 Prior loss or loss of use
- § 17:4 Second injury
- § 17:5 Permanent disability
- § 17:6 Filing a claim
- § 17:7 Computing benefits

CHAPTER 18. OCCUPATIONAL DISEASE

- § 18:1 Generally
- § 18:2 Occupational disease defined
- § 18:3 Causation
- § 18:4 Disablement
- § 18:5 Notice
- § 18:6 Brucellosis and pneumoconiosis

CHAPTER 19. HEARING LOSS

- § 19:1 Generally
- § 19:2 Occupational hearing loss defined
- § 19:3 Employer responsibility
- § 19:4 Compensation

CHAPTER 20. REVIEW-REOPENING

- § 20:1 Generally
- § 20:2 Change of condition
- § 20:3 Condition unknown
- § 20:4 Change in earning capacity

§ 20:5 Multiple injuries

CHAPTER 21. PREHEARING MATTERS

- § 21:1 Special library
- § 21:2 Confidential information
- § 21:3 Agency filings
- § 21:4 Information from the opposing party
- § 21:5 Informal dispute resolution
- § 21:6 Commencement of an action
- § 21:7 Declaratory rulings
- § 21:8 Original notice and petition
- § 21:9 Defaults
- § 21:10 Motion to dismiss
- § 21:11 Answer
- § 21:12 Amendment
- § 21:13 Bifurcated and consolidated proceedings
- § 21:14 Discovery
- § 21:15 Surveillance
- § 21:16 Employer/employee examinations
- § 21:17 Exchanging medical evidence
- § 21:18 Medical evidence
- § 21:19 Motion for summary judgment
- § 21:20 Dismissal for lack of prosecution
- § 21:21 Mediation
- § 21:22 Prehearing procedure
- § 21:23 Expert testimony
- § 21:24 Hearing assignment order
- § 21:25 Hearing report
- § 21:26 Venue
- § 21:27 Continuances
- § 21:28 Settlement after assignment
- § 21:29 Interim resolution of liability disputes
- § 21:30 Withdrawal of counsel

CHAPTER 22. HEARING BEFORE DEPUTY COMMISSIONER

- § 22:1 Presiding officer
- § 22:2 Recording of proceedings
- § 22:3 Official notice
- § 22:4 Hearing
- § 22:5 Evidence and exhibits
- § 22:6 Decision
- § 22:7 Interest
- § 22:8 Costs

TABLE OF CONTENTS

§ 22:9 Rehearing

CHAPTER 23. APPEAL TO WORKERS' COMPENSATION COMMISSIONER

§ 23:1 Filing
§ 23:2 Hearing
§ 23:3 Record
§ 23:4 Transcript
§ 23:5 Additional evidence
§ 23:6 Briefs
§ 23:7 Disposition
§ 23:8 Interlocutory
§ 23:9 Commissioner's review
§ 23:10 Rehearing
§ 23:11 Judgment

CHAPTER 24. JUDICIAL REVIEW IN DISTRICT COURT

§ 24:1 Right to appeal
§ 24:2 Time, venue, and manner
§ 24:3 Remedies available and grounds
§ 24:4 General appeal principles
§ 24:5 Fees and costs

CHAPTER 25. JUDICIAL REVIEW BY SUPREME COURT

§ 25:1 Appeal from district court
§ 25:2 Manner, time, and service
§ 25:3 Scope of review
§ 25:4 Record and costs

CHAPTER 26. SETTLEMENTS

§ 26:1 Generally
§ 26:2 Late settlement sanction
§ 26:3 Agreement for settlement
§ 26:4 Compromise settlement
§ 26:5 Combination settlement
§ 26:6 Contingent settlement
§ 26:7 Approval of settlement

CHAPTER 27. COMMUTATIONS

§ 27:1 Generally

- § 27:2 Partial commutations
- § 27:3 Full commutations
- § 27:4 Requirements
- § 27:5 Disability benefits
- § 27:6 Death benefits
- § 27:7 Inmates
- § 27:8 Minors
- § 27:9 Presenting and opposing

CHAPTER 28. ATTORNEY FEES

- § 28:1 Generally
- § 28:2 Factors to be considered

CHAPTER 29. INDEMNITY AND SUBROGATION

- § 29:1 Indemnity
- § 29:2 Subrogation
- § 29:3 Lien

Table of Laws and Rules

Table of Cases

Index