

AMENDED IN ASSEMBLY APRIL 10, 2013

CALIFORNIA LEGISLATURE—2013–14 REGULAR SESSION

ASSEMBLY BILL

No. 1309

Introduced by Assembly Member Perea
(Principal coauthor: Senator Lieu)
(Coauthor: Assembly Member Hagman)
(Coauthors: Senators Correa, Hill, and Lara)

February 22, 2013

An act to amend Sections 3600.5 and 5412 of the Labor Code, relating to workers' compensation.

LEGISLATIVE COUNSEL'S DIGEST

AB 1309, as amended, Perea. Workers' compensation: professional athletes.

Existing workers' compensation law requires employers to secure the payment of workers' compensation, including medical treatment, for injuries incurred by their employees that arise out of, or in the course of, employment.

Existing law provides that an injury may be either "specific," occurring as the result of one incident or exposure that causes disability or need for medical treatment, or "cumulative," occurring as repetitive mentally or physically traumatic activities extending over a period of time, the combined effect of which causes any disability or need for medical treatment. Existing law provides that the date of injury in cases of occupational diseases or cumulative injuries is that date upon which the employee first suffered disability therefrom and either knew, or in the exercise of reasonable diligence should have known, that the disability was caused by his or her present or prior employment.

Existing law provides that an employee who has been hired outside of this state and his or her employer are exempt from these provisions while the employee is temporarily within this state doing work for his or her employer if the employer has furnished workers' compensation insurance coverage under the workers' compensation insurance or similar laws of a state other than California, as specified.

This bill would provide that an employee hired outside of this state, his or her dependents, and his or her employer shall be exempt from this state's workers' compensation laws if the employee is a professional athlete, defined, for purposes of these provisions, to include an athlete who is employed at the minor or major league level in the sport of baseball, basketball, football, hockey, or soccer, and that professional athlete is temporarily within this state doing work for his or her employer. This bill would deem a professional athlete to be temporarily within the state doing work for his or her employer if, during the 365 days immediately preceding ~~either the professional athlete's date of injury, or, in the case of an occupational disease or cumulative injury claim, the professional athlete's last date of injurious exposure while employed anywhere as a professional athlete~~ *last day of work within the state*, the professional athlete performs less than 90 total days of required services within the state under the direction and control of the employer. The bill would provide that if the employee is a professional athlete, the date of injury in cases of occupational diseases or cumulative injuries is the date of the employee's last injurious exposure while employed anywhere as a professional athlete, or the date of diagnosis, as defined, by a licensed physician, whichever occurs later.

The bill would also provide that an employer of a professional athlete that is subject to California's workers' compensation laws is not liable for occupational disease or cumulative injury if at the time application for benefits is made the professional athlete performed his or her last year of work in an occupation that exposed him or her to the occupational disease or cumulative injury as an employee of one or more other employers that are exempt from California's workers' compensation laws or pursuant to the above provisions or any other law. The bill would provide that these changes apply to all pending claims for benefits, as specified.

Vote: majority. Appropriation: no. Fiscal committee: no.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. Section 3600.5 of the Labor Code is amended to
2 read:

3 3600.5. (a) If an employee who has been hired or is regularly
4 employed in the state receives personal injury by accident arising
5 out of and in the course of employment outside of this state, he or
6 she, or his or her dependents, in the case of his or her death, shall
7 be entitled to compensation according to the law of this state.

8 (b) (1) Except as provided in subdivision (c), an employee who
9 has been hired outside of this state and his or her employer shall
10 be exempted from the provisions of this division while the
11 employee is temporarily within this state doing work for his or her
12 employer if the employer has furnished workers' compensation
13 insurance coverage under the workers' compensation insurance
14 or similar laws of a state other than California, so as to cover the
15 employee's employment while in this state if both of the following
16 apply:

17 (A) The extraterritorial provisions of this division are recognized
18 in the other state.

19 (B) The employers and employees who are covered in this state
20 are likewise exempted from the application of the workers'
21 compensation insurance or similar laws of the other state.

22 (2) In any case in which paragraph (1) is applicable, the benefits
23 under the workers' compensation insurance or similar laws of the
24 other state, and other remedies under those laws, shall be the
25 exclusive remedy against the employer for any injury, whether
26 resulting in death or not, received by the employee while working
27 for the employer in this state.

28 (c) (1) Any professional athlete who has been hired outside of
29 this state and his or her dependents and his or her employer shall
30 be exempted from the provisions of this division while the
31 professional athlete is temporarily within this state doing work for
32 his or her employer if both of the following apply:

33 (A) The employer has furnished workers' compensation
34 insurance coverage or its equivalent under the laws of a state other
35 than California.

36 (B) The employer's workers' compensation insurance or its
37 equivalent covers the professional athlete's employment while in
38 this state.

1 (2) If the conditions described in paragraph (1) are satisfied,
2 then the benefits under the laws of the other state, and other
3 remedies under those laws, shall be the exclusive ~~benefits and~~
4 ~~remedies~~ *remedy* against the employer for any injury, whether
5 resulting in death or not, received by the employee while working
6 for the employer in this state.

7 (3) A professional athlete shall be deemed, for purposes of this
8 subdivision, to be temporarily within this state doing work for his
9 or her employer if, during the 365 days immediately preceding
10 ~~either the professional athlete's date of injury, or, in the case of~~
11 ~~occupational disease or cumulative injury claims, the professional~~
12 ~~athlete's last date of injurious exposure while employed anywhere~~
13 ~~as a professional athlete~~ *last day of work within the state*, the
14 professional athlete performs less than 90 total days of required
15 services within the state under the direction and control of the
16 employer.

17 (4) An employer of a professional athlete that is subject to this
18 division is not liable for occupational disease or cumulative injury
19 pursuant to Section 5500.5 if at the time application for benefits
20 is made the professional athlete performed his or her last year of
21 work in an occupation that exposed him or her to the occupational
22 disease or cumulative injury as an employee of one or more other
23 employers that are exempt from this division pursuant to paragraph
24 (1) or any other law.

25 (5) The term "professional athlete" for purposes of this
26 subdivision means an athlete who is employed at either a minor
27 or major league level in the sport of baseball, basketball, football,
28 hockey, or soccer.

29 (6) The amendments made to this section by the act adding this
30 paragraph apply to all pending claims for benefits pursuant to this
31 division that have not yet been adjudicated.

32 (d) For purposes of this section, a certificate from the duly
33 authorized officer of the appeals board or similar department of
34 another state certifying that the employer of the other state is
35 insured in that state and has provided extraterritorial coverage
36 insuring his or her employees while working within this state shall
37 be prima facie evidence that the employer carries workers'
38 compensation insurance.

39 SEC. 2. Section 5412 of the Labor Code is amended to read:

1 5412. (a) The date of injury in cases of occupational diseases
2 or cumulative injuries is that date upon which the employee first
3 suffered disability therefrom and either knew, or in the exercise
4 of reasonable diligence should have known, that the disability was
5 caused by his or her present or prior employment.

6 (b) In the event the employee is a professional athlete:

7 (1) The date of injury in cases of occupational disease or
8 cumulative injuries is the date of the employee's last injurious
9 exposure while employed anywhere as a professional athlete, or
10 the date of diagnosis by a licensed physician, whichever occurs
11 later.

12 (2) The date of diagnosis by a licensed physician is that date on
13 which the licensed physician informed the professional athlete of
14 his or her medical diagnosis.

15 (3) The time limitation in subdivision (a) of Section 5405 may
16 be tolled only by reason of the employee's mental incompetence
17 during the time permitted to commence proceedings pursuant to
18 subdivision (a) of Section 5405.

19 (4) The term "professional athlete" as used in this subdivision
20 shall have the same meaning as set forth in paragraph (5) of
21 subdivision (c) of Section 3600.5.