FEBRUARY 2026

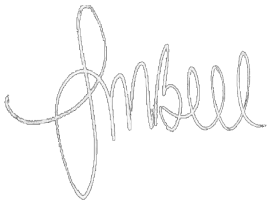
HEYL ROYSTER

BELOW THE RED LINE

WORKERS' COMPENSATION UPDATE: "WE'VE GOT YOU COVERED!"

A WORD FROM THE PRACTICE GROUP CHAIR

While evidence of an employee's intoxication has always been available as a defense for employers, prior to the 2011 amendments to the Illinois Workers' Compensation Act, the employer had to prove that the intoxication was the "sole" cause of the employee's accident or injury. In 2011, Section 11 was amended to require the employer to show only that intoxication was the "proximate cause" of the accident or injury, a slightly lower threshold. Even with the reduced standard, successfully prevailing on an intoxication defense requires a clear understanding of Section 11's requirements, which can be tricky. This month's article, written by Sam Brolley, takes a look at a recent Appellate court decision involving a positive drug test for marijuana and the more rigid standard for employers to prevail on an intoxication defense involving marijuana.

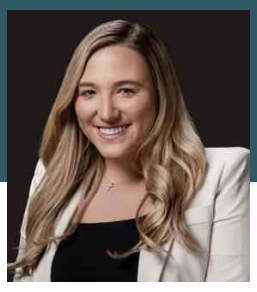


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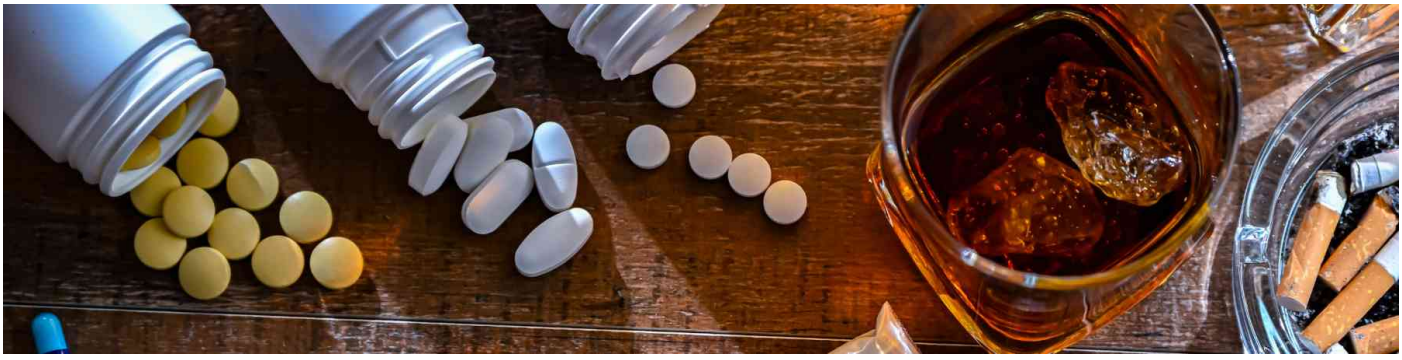
FEATURED AUTHOR
SAMUEL BROLLEY



HEYL ROYSTER

Booze, Drugs, & Penalties? Section 11 and the Increasingly Strict Requirements for the Intoxication Defense

By Sam Brolley



Section 11 of the Act states that an employee shall not be compensated if the employee's intoxication is the proximate cause of the employee's accidental injury, or if, at the time the employee incurred the accidental injury, the employee was so intoxicated that the intoxication constituted a departure from the employment. Evidence of the concentration of alcohol, cannabis, a controlled substance listed in the Illinois Controlled Substances Act, or an intoxicating compound listed in the Use of Intoxicating Compounds Act in the employee's blood, breath, or urine at the time the employee incurred the accidental injury could be admitted at trial in support of an intoxication defense.

Under Section 11, there is a rebuttable presumption that the employee was intoxicated and that the intoxication was the proximate cause of the employee's injury if:

1) there was 0.08% or more by weight of alcohol in the employee's blood, breath, or urine,
2) if there was any evidence of impairment due to the unlawful or unauthorized use of cannabis,

3) if there was any evidence of impairment due to a controlled substance,
4) if there was any evidence of impairment due to an intoxicating compound, or
5) if the employee refuses to submit to testing of blood, breath, or urine.

The Act makes clear that any testing that has not been performed by an accredited or certified testing laboratory shall not be admissible in any hearing to determine whether the employee was intoxicated at the time of the accident.

The Act also provides that all sample collection and testing for alcohol and drugs shall be performed in accordance with rules to be adopted by the Commission. Two of the rules include that samples be collected and tested in conformance with national and state legal and regulatory standards for the privacy of the individual being tested and in a manner reasonably calculated to prevent substitutions or interference with the collection or testing of a reliable sample. The rules also require that collection, storage, and transportation be performed so as to *reasonably preclude* (emphasis added) the probability of sample contamination or adulteration and that chemical analyses of blood, urine, breath, or other bodily substances be performed according to nationally scientifically accepted analytical methods and procedures.



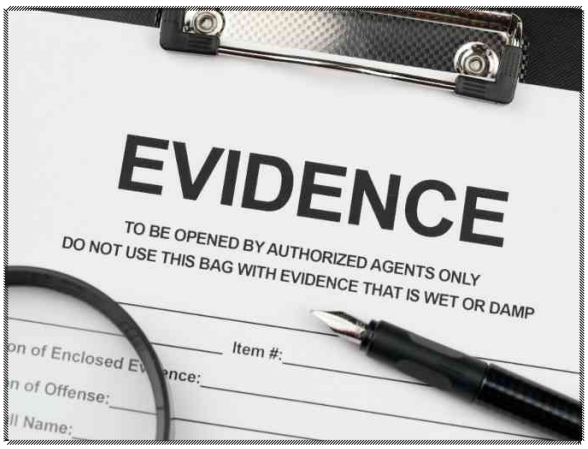
A Case Study on the Intoxication Defense: *Ramirez v. IWCC*

The First District Appellate Court recently held that a positive drug test identifying an intoxicating substance does not ***by itself*** create a valid intoxication defense. The Court held that the employer must follow the strict requirements set forth in Section 11 to successfully argue an intoxication defense. *Ramirez v. Illinois Workers' Compensation Comm'n*, 2025 IL App (1st) 242467WC. In *Ramirez*, the employee worked for a moving company. He was carrying a box down a flight of stairs when he slipped and fractured his right ankle on the job. The employee was the only witness to testify at the hearing, and there was no testimony disputing the accident. The employee called his supervisor and requested transportation to the hospital, but the supervisor denied that request. Instead, his supervisor directed him to find his own transportation but instructed him to submit to a drug test prior to seeking treatment. The test was positive for marijuana, but the test did not provide anything other than a "positive" result. The employee testified he was not intoxicated at the time of the injury and did not smoke marijuana or take any other illicit substances on the date of the accident. He admitted that he possessed a medical marijuana card and had smoked marijuana the day prior to the date of the accident. *Id.* at ¶ 3.

At the end of the hearing, the employer attempted to enter into evidence two exhibits pertaining to the results of the employee's post-accident drug test. One exhibit was a subpoena response from the facility that administered the post-accident drug test. The employee objected to the admission of this exhibit based on hearsay, which the arbitrator sustained. The other exhibit was a copy of the drug test report. It showed the employee submitted a urine sample that was "positive" for marijuana, but did not provide any numerical values regarding the amount or concentration of the drug present. The employee again objected, arguing the report was hearsay, and the arbitrator sustained that objection. The arbitrator rejected the employer's intoxication defense and awarded benefits, as well as penalties and fees under Sections 19(l), 19(k), 8(a), and 16 attorney's fees. Both parties appealed, and the Commission affirmed the arbitrator's decision with two modifications pertaining to the employee's average weekly wage and penalties and fees. The Commission found it was reasonable for the employer to rely on the employee's "positive" drug test to deny or delay benefits and vacated the arbitrator's award of penalties under Sections 19(l) and 19(k) and fees under Section 16. The Circuit Court of Cook County confirmed the Commission's decision, finding the decision was neither contrary to the law nor against the manifest weight of the evidence.



One of the issues on appeal was the employee's assertion that the Commission wrongfully relied on the employer's exhibits showing a positive drug test. The Commission relied on these exhibits solely in reversing the arbitrator's award of penalties and fees against the respondent under Sections 16, 19(k), and 19(l) of the Act. The Commission did not consider the exhibits in support of the employer's intoxication defense. Rather, the exhibits were solely relied upon to determine whether the employer acted unreasonably or in bad faith in denying benefits. The drug test report showed the employee submitted a urine sample "positive" for marijuana, but did not include any numerical values regarding the amount or concentration of the drug. The court noted there did not appear to be any dispute that the test conducted did not comply with the strict requirements of Section 11. *Id.* at ¶ 25. For this reason, the test results contained in the employer's exhibits were inadmissible for the purposes of establishing that the employee was intoxicated and thus ineligible for benefits. *Id.* The Commission found the drug test results were admissible, however, under an exception to hearsay because instead of being offered for the truth of the matter asserted, they were offered rather as evidence for the reason why the employer denied or delayed the payment of TTD and medical benefits. *Id.* at ¶ 28.



The First District reversed the Commission's finding that the employer had not acted vexatiously. **The court determined there was no other evidence of intoxication and that a positive drug test, standing alone, was insufficient to provide a reasonable basis to delay or suspend benefits**. *Id.* at ¶ 30. In other words, penalties and fees should have been assessed against the employer. After reciting precedent, the court noted, "the mere consumption or ingestion of an intoxicating substance does not create a valid intoxication defense." *Id.* at ¶ 33. Instead, "there must be additional evidence that the employee's intoxication was the proximate cause of their injury or that the employee was so intoxicated that the intoxication constituted a departure from their employment." *Id.* The court observed, "intoxication that does not prevent the employee from following his occupation and that is only a contributing cause of the injury will not bar recovery." *Id.* at ¶ 32 (quoting *Parro v. Industrial Comm'n*, 167 Ill. 2d 385, 393 (1995)). The court distinguished two Illinois Supreme Court cases where valid intoxication defenses were established, and no compensation was awarded by noting that both distinguishable cases involved blood alcohol contents (BAC) over 0.2% and a showing that the employee could not have performed their job functions after becoming intoxicated. *Id.* at ¶ 34-35.

The court also rejected the employer's reliance on the *Lenny Szarek* decision, where the appellate court found that penalties and fees should not have been assessed. *Id.* at ¶ 37-38. In *Lenny Szarek, Inc. v. The Workers' Compensation Commission*, 396 Ill.App. 3d 597, 335 Ill.Dec. 522, 919 N.E.2d 43), the appellate court found it was reasonable for the employer to rely on the positive drug test for marijuana, which also gave a specific numerical threshold, indicating severe marijuana intoxication. There, the employer also presented an expert who testified that the employee's intoxication would have been significant. *Ramirez* at ¶ 36 (citing 396 Ill. App. 3d at 599-601). The court distinguished *Lenny Szarek* on the ground that the drug test in that case provided the specific amount of cannabis particles detected, while the drug test in the case at bar revealed only that it was positive for marijuana. The court also pointed out that, unlike in *Lenny Szarek*, the employer had not presented an expert to opine on intoxication, nor was there any testimony from lay witnesses that the employee was unable to do his job.

The court emphasized a distinction between marijuana and alcohol, noting that marijuana remains in a person's body much longer than alcohol, "rendering test results less indicative of a person's recent intoxication." *Id.* at ¶ 38. The court observed that Section 11 specifies an objective, numerical threshold for impairment from alcohol, while providing a more qualitative standard for marijuana via "evidence of impairment." *Id.* at ¶ 38.

Lessons for Building an Intoxication Defense

What lessons can we take from what seems to be a harsh decision from an employer's perspective?

First, drug and alcohol tests can and should be used as an investigative tool, but an employer should ensure that any and all national and state scientific and regulatory standards are followed closely. Employers should consult the specifics in Section 11 on the handling, labeling, transportation, and storage of any samples taken. Any tests must be performed in an accredited or certified laboratory. If an employee refuses to be tested, the rebuttable presumption arises, and the burden is on the employee to establish that the intoxication was not the proximate cause of the injuries. However, the employer should be sure to document the refusal.

Second, before proceeding to trial on an intoxication defense, an employer should consider whether the test results contain the specific numeric threshold indicating intoxication, not just some presence of the substance, as the mere presence of a substance is not enough to prevail alone.

Third, employers would also be wise to consider expert testimony to lay the foundation for the strict requirements of Section 11. In addition, the expert should be able to explain the severity of the intoxication and how it would constitute a departure from the employment or otherwise impair the employee's ability to perform their duties.

Fourth, lay witness testimony establishing that the employee appeared intoxicated during the time at issue can fortify the intoxication defense. Employers should interview all witnesses as soon as possible and obtain written witness statements, as lay witness testimony may be especially beneficial with the more challenging standard for establishing intoxication by cannabis.

If consideration is given to these four points, an employer should have a more accurate picture of the strength of its intoxication defense. In addition, the employer should be better protected from penalties or fee petitions if payment has been withheld or delayed.

As always, it is critical to consult an attorney early in the investigation phase to ensure all possible defenses are properly evaluated. Please feel free to reach out to any of Heyl Royster's workers' compensation attorneys to discuss the intoxication defense or any other questions or concerns in investigating and defending your claim.

WORKERS' COMPENSATION SERVICES

- CLAIMS OF PERMANENT TOTAL DISABILITY AND/OR WAGE DIFFERENTIALS
- CLAIMS WITH MULTIPLE RESPONDENTS
- COMPLEX CLAIMS
- DEATH CLAIMS
- DISPUTES FOR ACCIDENT AND CAUSATION
- FRAUD REFERRALS TO THE ILLINOIS DEPARTMENT OF INSURANCE
- ILLINOIS WORKERS' COMPENSATION REVIEW AND APPEALS
- INDEPENDENT CONTRACTOR ISSUES
- MEDICARE SET-ASIDE ISSUES
- PSYCHOLOGICAL TRAUMA CLAIMS

HEYL ROYSTER

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SAM BROLLEY

SENIOR ASSOCIATE
PEORIA, IL

PRACTICES

Casualty & Tort
Civil Rights & Correctional
Healthcare Litigation
Employment & Labor
Healthcare
Trucking
Workers' Compensation

Sam believes in preparing diligently, getting to know the needs and motivations of his clients, and paying attention to local rules. He brings effort, enthusiasm, and energy to every case and client interaction.

Sam is a tenacious Associate attorney at Heyl Royster's Peoria office, where he thrives on tackling civil litigation challenges across various legal areas. Since starting his journey with Heyl Royster in 2021 at the Champaign office, he has made a lasting impression with his dedication and positivity. In 2025, he embarked on a new adventure, relocating to Peoria to explore new opportunities in a new community and continue his commitment to excellence in the legal practice.

With a focus on workers' compensation, casualty/tort litigation, healthcare law, guardianships, trucking law, and employment issues, Sam believes in the power of thorough preparation and a deep understanding of client needs to deliver effective legal solutions. His passion and dedication to the law shines through in every case and client interaction.

Sam obtained his Juris Doctor (J.D.) from the University of Notre Dame Law School in 2021, where he made significant contributions as an editor for the Journal on Emerging Technologies, exploring innovative legal practices. He honed his skills through diverse experiences, including internships with the Cook County Public Defender in Chicago and with Heyl Royster, as well as an externship with the City of South Bend's legal department. He also served as assistant rector for Knott Hall during his final year at the University of Notre Dame.



Beyond the courtroom, Sam is committed to giving back to the community through mentorship with the Big Brothers Big Sisters of Central Illinois program. A passionate supporter of the Fighting Illini and Fighting Irish athletic teams, he enjoys staying active with weightlifting, kayaking, and playing ultimate frisbee. And if you ever want to chat about music, Sam's a big fan of Pearl Jam!

LEARN MORE ABOUT SAM'S ACCOMPLISHMENTS HERE.

BELOW THE RED LINE

Team Spotlight

Jenna Sur—Blending Legal Insight with Global Perspective

At Heyl Royster's Chicago office, Jenna Sur is an associate attorney with energy, experience, and an international perspective. Her practice includes insurance defense, business and commercial litigation, medical malpractice, and workers' compensation. Jenna holds a J.D. *cum laude*, an M.S. in Cybersecurity Risk Management from Indiana University, and a B.A. in International Business & Trade from Kyung Hee University. Clients value her multidisciplinary approach and creative problem-solving.

Jenna's legal journey is marked by real-world experience and innovation. She externed for Judge Michael G. Gotsch Sr. at the U.S. District Court, refining her advocacy and legal writing. At the Center for Applied Cybersecurity Research, she addressed data breach notification laws and the intersection of the False Claims Act with cybersecurity compliance—offering practical insights for government-funded research. At Indiana University's Entrepreneurship Clinic, Jenna partnered with start-ups to draft clear legal documents and help businesses navigate regulatory challenges from day one.

Before practicing law, Jenna worked with the Trade and Investment Unit of an intergovernmental organization in Seoul, South Korea, supporting entrepreneurs expanding into international markets and organizing global trade fairs and meetings. These experiences developed her project management and cross-cultural communication skills, qualities that now distinguish her client service and case strategy.

Jenna's dedication extends beyond her legal practice. She has guided new law students as an Admissions Fellow, advocated for victims through the Protective Order Project, and now mentors future attorneys with the Asian American Bar Association of Greater Chicago. Outside of work, Jenna explores Chicago's coffee scene, visits farmers' markets, and travels in search of new cultures and flavors.

Jenna loves unwinding with reality TV shows (especially 'Love Is Blind') and cheering on the IU Hoosiers during football season.



JENNA SUR
ASSOCIATE
CHICAGO

BELOW THE RED LINE

Team Spotlight

Spotlight on Elenna Na: Championing Your Success

Elenna Na approaches every client partnership with enthusiasm and genuine care. Focusing her practice in business law, litigation, wills and trusts, and employment law, she is passionate about finding innovative legal strategies tailored to your goals. Clients value her ability to simplify complex issues, deliver actionable advice, and inspire confidence at every step.

Her background includes experience as an analyst at a private equity firm, where she supported venture capital deals and helped establish investment funds. During law school, Elenna's internship with Aegis Living's legal department resulted in innovative compliance and licensing strategies that produced significant cost savings for the company.

Elenna's fluency in Korean and English and her background in data analytics empower her to offer a forward-thinking, multicultural perspective. Her commitment to data-driven insights ensures clients receive solutions that are both innovative and practical.



Elenna loves a good Costco run and always leaves with more snacks than planned.



ELENNA NA
ASSOCIATE
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WORKERS' COMPENSATION UPDATE: "WE'VE GOT YOU COVERED!"

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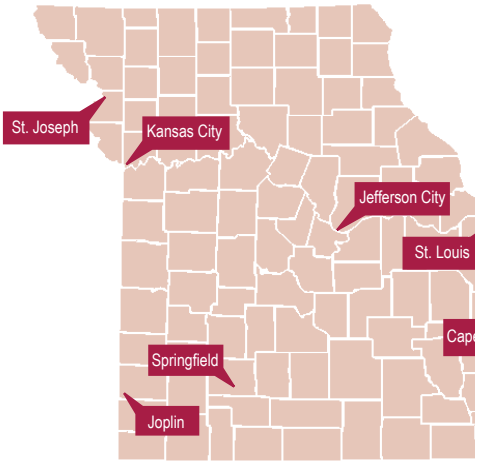
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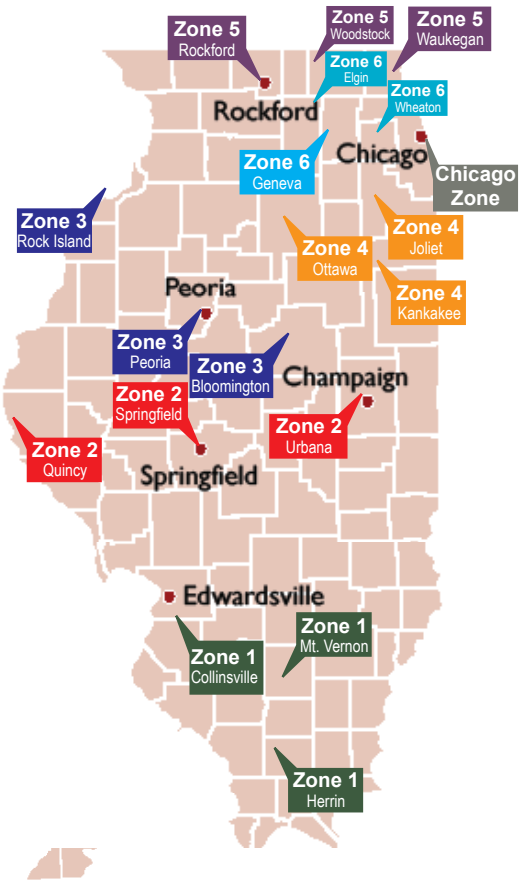
REGIONAL ZONE MAPS

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TTD, DEATH, PERM. TOTAL & AMP. RATES

ACCIDENT DATE	MAX. RATE TTD, DEATH, PERM. TOTAL, AMP.	MIN. RATE DEATH, PERM. TOTAL, AMP.
7/15/19 to 1/14/20	$1529.84	$573.69
1/15/20 to 7/14/20	$1549.07	$580.90
7/15/20 to 1/14/21	$1572.01	$589.51
1/15/21 to 7/14/21	$1613.93	$605.23
7/15/21 to 1/14/22	$1693.76	$635.16
1/15/22 to 7/14/22	$1734.83	$650.56
7/15/22 to 1/14/23	$1792.73	$672.28
1/15/23 to 7/14/23	$1848.20	$693.08
7/15/23 to 1/14/24	$1861.18	$697.96
1/15/24 to 7/14/24	$1897.92	$711.72
7/15/24 to 1/14/25	$1907.79	$715.42
1/15/25 to 7/14/25	$1936.86	$726.34
7/15/25 to 1/14/26	$1974.73	$740.53
1/15/26 to 7/14/26	$2008.60	$753.25

MINIMUM TTD & PPD RATES

# of dependents, including spouse	7/15/10-1/14/20	1/15/20-7/14/20	7/15/20-1/14/21	1/15/21-1/14/22	1/15/22-1/14/23	1/15/23-1/14/24	1/15/24-1/14/25	1/15/25-7/14/26
0	$220.00	$246.67	$266.67	$293.33	$320.00	$346.67	$373.33	$400.00
1	$253.00	$283.67	$306.67	$337.33	$368.00	$403.88	$429.33	$460.00
2	$286.00	$320.67	$346.67	$381.33	$416.00	$456.04	$485.33	$520.00
3	$319.00	$357.67	$386.67	$425.33	$464.00	$508.04	$541.33	$580.00
4+	$330.00	$370.00	$400.00	$440.00	$480.00	$520.00	$560.00	$600.00

MAXIMUM PERMANENT PARTIAL DISABILITY RATES

ACCIDENT DATE	MAXIMUM RATE
7/1/16 to 6/30/17	$775.18
7/1/17 to 6/30/18	$790.64
7/1/18 to 6/30/19	$813.87
7/1/19 to 6/30/20	$836.69
7/1/20 to 6/30/21	$871.73
7/1/21 to 6/30/22	$937.11
7/1/22 to 6/30/23	$998.02
7/1/23 to 6/30/24	$1024.87
7/1/24 to 6/30/25	$1045.92
7/1/25 to 6/30/26	$1084.66

MAXIMUM 8(D)(1) WAGE DIFFERENTIAL RATE

ACCIDENT DATE	MAXIMUM RATE
7/15/21 to 1/14/22	$1270.32
1/15/22 to 7/14/22	$1301.12
7/15/22 to 1/14/23	$1344.55
1/15/23 to 7/14/23	$1386.15
7/15/23 to 1/14/24	$1395.92
1/15/24 to 7/14/24	$1423.44
7/15/24 to 1/14/25	$1430.84
1/15/25 to 7/14/25	$1452.68
7/15/25 to 1/14/26	$1481.05
1/15/26 to 7/14/26	$1506.49

SCHEDULED LOSSES (100%) - Effective 2/1/2006

- Person as a whole ..... 500 wks
  - Arm ..... 253 wks
    - Amp at shoulder joint ..... 323 wks
    - Amp above elbow ..... 270 wks
    - Hand ..... 205 wks
      - Repetitive carpal tunnel claims ..... 190 wks
        - Benefits are capped at 15% loss of use of each affected hand absent clear and convincing evidence of greater disability, in which case benefits cannot exceed 30% loss of use of each affected hand.
      - Thumb ..... 76 wks
      - Index ..... 43 wks
      - Middle ..... 38 wks
      - Ring ..... 27 wks
      - Little ..... 22 wks
  - Leg ..... 215 wks
    - Amp at hip joint ..... 296 wks
    - Amp above knee ..... 242 wks
    - Foot ..... 167 wks
      - Great toe ..... 38 wks
      - Other toes ..... 13 wks
  - Hearing
    - Both ears ..... 215 wks
    - One ear ..... 54 wks
  - Eye
    - Enucleated ..... 173 wks
    - One eye ..... 162 wks
  - Disfigurement ..... 162 wks

Death benefits are paid for 25 years or $500,000 whichever is greater.

As of 2/1/06, burial expenses are $8,000.

The 2026 state mileage rate is $0.725 per mile.

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WORKERS' COMPENSATION UPDATE: "WE'VE GOT YOU COVERED!"

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Workers' Compensation Group

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MAXIMUM WEEKLY BENEFIT RATES

ACCIDENT DATE	TTD	PPD	PTD/DEATH
07/01/14 to 06/30/15	$861.04	$451.02	$861.04
07/01/15 to 06/30/16	$886.92	$464.58	$886.92
07/01/16 to 06/30/17	$911.27	$477.33	$911.27
07/01/17 to 06/30/18	$947.64	$496.38	$947.64
07/01/19 to 06/30/20	$981.65	$514.20	$981.65
07/01/20 to 06/30/21	$1,082.22	$566.88	$1,082.22
07/01/21 to 06/30/22	$1,011.92	$530.05	$1,011.92
07/01/22 to 06/30/23	$1,160.17	$601.71	$1,160.17
07/01/23 to 06/30/24	$1,186.51	$621.51	$1,186.51
07/01/24 to 06/30/25	$1,228.04	$643.26	$1,228.04
07/01/25 to 06/30/26	$1,280.84	$670.92	$1,280.84

MILEAGE RATES

Travel Date	Rate/Mile
07/01/20 to 06/30/21	$0.545
07/01/21 to 06/30/22	$0.530
07/01/22 to 06/30/23	$0.595
07/01/23 to 06/30/24	$0.625
07/01/24 to 06/30/25	$0.640
07/01/25 to 06/30/26	$0.670

Mileage: for treatment outside local or metro area from employee's principal place of employment. Maximum 250 miles each way.

Weeks as Decimal	
1/7	0.14
2/7	0.29
3/7	0.43
4/7	0.57
5/7	0.71
6/7	0.86

SCHEDULED LOSSES (100%)

Body as a whole	400 weeks
Arm at shoulder	232 weeks
Arm btwn shoulder and elbow	222 weeks
Arm at elbow	210 weeks
Arm btwn elbow and wrist	200 weeks
Hand at wrist joint	175 weeks
Thumb at proximal joint	60 weeks
Thumb at distal joint	45 weeks
Index Finger at proximal joint	45 weeks
Index Finger at second joint	35 weeks
Index Finger at distal joint	30 weeks
Middle or Ring Finger at proximal joint	35 weeks
Middle or Ring Finger at second joint	30 weeks
Middle or Ring Finger at distal joint	26 weeks
Little Finger at proximal joint	22 weeks
Little Finger at second joint	20 weeks
Little Finger at distal joint	16 weeks
Leg at hip joint	207 weeks
Leg at or above knee	160 weeks
Leg btwn knee and ankle	155 weeks
Foot at tarsus	150 weeks
Foot at metatarsus	110 weeks
Big Toe at proximal joint	40 weeks
Big Toe at distal joint	22 weeks
Any Toe other than big/great toe at proximal joint	14 weeks
Any Toe other than big/great toe at second joint	10 weeks
Any Toe other than big/great toe at distal joint	08 weeks
Complete loss of hearing - both ears	180 weeks
Complete loss of hearing - one ears	49 weeks
Complete loss of sight - one eye	140 weeks
Disfigurement Maximum (head, neck, hands, arms)	40 weeks
Severance or complete loss of scheduled body part	+10% weeks

Statute of Limitations: Later of 2 years from injury or last payment of benefits. Occupational Disease: 2 years from date causal connection made between disease and occupational exposure. 3 years if ER fails to file Report of Injury.

Report of Injury: File with Division within 30 days of knowledge of accident that requires medical aid or compensation.

Notice of Injury: Employee must report within 30 days of accident. Occupational Disability report within 30 days employee reasonably aware of work relatedness.

Answer: Must be filed by attorney within 30 days of Division acknowledgment of receipt of Claim. Failure to file timely answer results in acceptance of facts plead in claim.

Repetitive Trauma: work must be the prevailing factor causing both the medical condition and disability. If exposure is less than 3 months, prior employer may be liable.

Subrogation: "Ruediger" Formula (WC paid / gross 3rd party recovery) x (net 3rd party recovery) = subrogation amount due ER/IR.

AWW: Gross earnings / number of weeks worked in 13 weeks prior to accident. Gratuity and overtime is included.

PPD: 2/3 AWW up to maximum for accident date. *Minimum* $40.00/week. *Part-time* workers use "30 hour rule." *Minors* require consideration of increased earning power.

TTD: 2/3 AWW up to maximum for accident date. *Minimum* $40.00/week. *Maximum* payment of 400 weeks. *Waiting period:* 3 business days, but if loss of +14 days, waiting period paid to employee. *Ends* with MMI or termination for post-injury misconduct.

TPD: 2/3 difference between pre-accident wage and wage employee should be able to earn post accident. *Ends* with MMI. *Maximum* payment of 100 weeks.

PTD: 2/3 AWW up to maximum for accident date. Inability to return to any employment in open labor market. *Second Injury Fund* may have liability for PTD (Employer only liability for current injury disability) when current disability combines with minimum prior disability to make employee PTD.

Death: Total dependents receive lifetime benefits of 2/3 AWW up to maximum for accident date. *Burial Benefit:* $5,000.00.

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WORKERS' COMPENSATION UPDATE: "WE'VE GOT YOU COVERED!"

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We are eager stewards of the law, providing legal services for individuals, businesses and corporations, professionals, healthcare organizations, governmental entities, universities, insurance carriers, and other major institutions. We zealously identify and help develop legal trends and use that knowledge to help our clients accomplish their objectives and goals collaboratively.

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Some attorneys have a broad practice and deal with many different concerns, while others have a more narrow scope, developing a deep knowledge of their chosen subject matter. Heyl Royster prioritizes firm-wide collaboration and teamwork, organizing our attorneys by managing their specific skills and specialties, and developing competitive strategies to best serve our clients.

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