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BODY PART AFFECTED	WEEKS PAYABLE
Disability, body as a whole	400
Arm at Shoulder	232
Arm between shoulder and elbow joint	222
Arm at elbow joint	210
Arm between elbow joint and wrist	200
Hand at wrist joint	175
Thumb at proximal joint	60
Thumb at distal joint	45
Index finger at proximal joint	45
Index finger at second joint	35
Index finger at distal joint	30
Middle or ring finger at proximal joint	35
Middle or ring finger at second joint	30
Middle or ring finger at distal joint	26
Little finger at proximal joint	22
Little finger at second joint	20
Little finger at distal joint	16
One leg at hip joint	207
One leg at or above knee	160
One leg at or above ankle and below knee joint	155
One foot at tarsus	150
One foot at metatarsus	110
Great toe of one foot at proximal joint	40
Great toe of one foot at distal joint	22
Any other toe at proximal joint	14
Any other toe at second joint	10
Any other toe at distal joint	8
Complete deafness in both ears	180
Complete deafness in one ear	49
Complete loss of sight in one eye	140

MILEAGE RATE

DATES	RATE
07/01/12 to 06/30/13	\$0.525
07/01/13 to 06/30/14	\$0.535
07/01/14 to 06/30/15	\$0.530
07/01/15 to 06/30/16	\$0.545
07/01/16 to 06/30/17	\$0.510
07/01/17 to 06/30/18	\$0.505
07/01/18 to 06/30/19	\$0.515
07/01/19 to 06/30/20	\$0.550

*Mileage limited to 250 miles each way.

**WEEKS EXPRESSED
AS A 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

**WORKERS' COMPENSATION
BENEFITS**

Date of Accident Bodily Injury	07/01/19
Weeks	400
Percent of Disability	25%
Weeks of TTD paid	25
Max. TTD Rate	\$947.64
Max. PPD Rate	\$496.38
Min. Wkly Wage for Max. Benefit	\$1,421.45

MAXIMUM WEEKLY BENEFITS

DATES	TTD	PPD	PTD
07/01/06 to 06/30/07	\$718.87	\$376.55	\$718.87
07/01/07 to 06/30/08	\$742.72	\$389.04	\$742.72
07/01/08 to 06/30/09	\$772.53	\$404.66	\$772.53
07/01/09 to 06/30/10	\$807.48	\$422.97	\$807.48
07/01/10 to 06/30/11	\$799.11	\$418.58	\$799.11
07/01/11 to 06/30/12	\$811.73	\$425.19	\$811.73
07/01/12 to 06/30/13	\$827.75	\$433.58	\$827.75
07/01/13 to 06/30/14	\$853.08	\$446.85	\$853.08
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	\$923.01	\$483.48	\$923.01
07/01/18 to 06/30/19	\$947.64	\$496.38	\$947.64
07/01/19 to 06/30/20	\$981.65	\$514.20	\$981.65

MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
DIVISION OF WORKERS' COMPENSATION

**CHART NO. 1
PERMANENT PARTIAL DISABILITY SCHEDULE**

These Chart Elements describe all Ratings of Compensation Payable for Permanent Partial Disabilities under the MISSOURI WORKERS' COMPENSATION Law. Other than a complete loss of a member - either by amputation or loss of use - the number of weeks included on this chart for each member to be received by the 100 per cent.

Complete Loss of Sight in One Eye - 140
Complete Deafness Both Ears - 180
(One Ear) - 49
(One Ear - 49 (Occupational) - 41)

LEG: 150 (Upper), 150 (Lower)
FOOT: 150
ARM: 150
HAND: 150 (Upper), 150 (Lower), 150 (Middle), 150 (Distal)
ENTIRE PERSON: 400

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COMPENSABILITY ACCIDENT OR INJURY

An injury is defined as one which has risen out and in the course and scope of employment. An injury by accident is compensable only if the accident was the prevailing factor in causing both the resulting medical condition and disability.

An injury shall be deemed to arise out of and in the course and scope of employment only if:

- It is reasonably apparent, upon consideration of all the circumstances, that the accident is the prevailing factor in causing the injuries;
- It does not come from a hazard or risk unrelated to the employment to which the employee would have been equally exposed outside of and unrelated to the employment in the normal course of life;
- An injury resulting directly or indirectly from idiopathic causes is not compensable;
- A cardiovascular, pulmonary, respiratory, or other disease, suffered by an employee is an injury only if the accident is the prevailing factor in causing the resulting medical condition.

An injury is not compensable because the employment was a triggering or precipitating factor.

CALCULATING BENEFITS

The basis for most benefits in the Missouri Workers' Compensation system is the compensation rate. The compensation rate is a function of the employee's average weekly wage, pursuant to Section 287.250 of the Workers' Compensation Act. Specifically, the average weekly wage is calculated based on the thirteen weeks of wages prior to the date of injury. All of the employee's wages earned during the thirteen week period are added up and then divided by thirteen to determine the employees' average weekly wage.

As for the compensation rate, as a general rule, the compensation rate is two-thirds of the employee's average weekly wage as of the date of injury up to a certain maximum amount. The maximum amount is adjusted each year and is variable based on the type of benefit the employee may be entitled.

TYPES OF BENEFITS

PERMANENT PARTIAL DISABILITY

Permanent partial disability is a disability that is permanent in nature and partial in degree. This disability must be demonstrated and certified by a physician, and based upon a reasonable degree of medical certainty.

Permanent partial disability is calculated in Missouri using a three-variable equation:

[Compensation Rate] x [Number of weeks] x [Percentage of disability] = [Permanent Partial Disability Award].

IMPORTANT CONSIDERATIONS

- For minor injuries, the Administrative Law Judge (ALJ) may allow settlement without a formal rating report;
- Part-time employees must use "same or similar" full-time employee's wage (for PPD only);
- No credit for Temporary Total Disability benefits paid;
- There are no caps for benefits.

TEMPORARY TOTAL DISABILITY

Temporary total disability benefits are those paid to an employee during "healing periods" when the employee is unable to return to work. TTD benefits are not payable unless the employee has been unable to work for three or more days. After that, the benefits are payable until the employee either returns to work or reaches Maximum Medical Improvement ("MMI")

IMPORTANT CONSIDERATIONS

- Do not include wages from other employers;
- Temporary Total Disability benefits may not be owed if the employee is terminated for cause;
- There is a three day waiting period with benefits paid for those three days if the employee is off of work for fourteen (14) days.

PERMANENT TOTAL DISABILITY

Under the Missouri Workers' Compensation Law, the term "total disability" means that an employee is unable to return to "any employment and not merely the employment in which the employee was engaged in at the time of the accident." Courts have interpreted an inability to return to "any employment" to mean that after considering the manner that duties are customarily performed by the average person holding such a job, the employee is unable to perform the usual duties of employment.

IMPORTANT CONSIDERATIONS

- Benefits are paid weekly over the employee's lifetime;
- Missouri law allows lump sum settlements based on a present value of a permanent total award;
- If the permanent total disability is the result of the work-related accident and a pre-existing condition, rather than the work accident alone, the Second Injury Fund would be liable for the permanent total award.

DEATH BENEFITS

ELIGIBILITY FOR DEATH BENEFITS

After the death of an employee who suffered a work-related injury, the employee's surviving spouse, and/or dependent children, may become entitled to benefits. A surviving spouse and/or dependent children can claim a benefit under the following circumstances:

- If the employee dies because of the work-related injury;
- If the employee is still employable after the work-related injury but then suffers a permanent partial disability while at work and subsequently dies from a cause unrelated to the work injury;
- The employee suffers permanent total disability from a work-related injury and then dies from a cause unrelated to the work injury.

THE EXTENT OF DEATH BENEFITS

In typical situations, a surviving spouse are entitled to a weekly benefit for his or her lifetime, or until he or she remarries, at which time he or she will also receive a lump-sum equal to two (2) years of benefits.

A dependent child receives benefits until he or she reaches eighteen (18) years of age, unless he or she is a full-time student, benefits may continue until the child is age twenty-two (22). Other factors may also affect the duration of death benefit payments, such as physical or mental incapacity.

Employer is responsible to pay funeral expenses up to \$5,000.00.

IMPORTANT CONSIDERATIONS

- Weekly benefits are the preferred method of payment when an employee died because of a work-related accident or illness;
- Missouri law allows lump-sum settlements in certain limited situations.