

WORKERS' COMPENSATION COMPLIANCE

Summary of legislative and regulatory changes

December 2023

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Texas

Rules adopted to implement House Bill 90

[On Dec. 13, 2023](#), the Texas Department of Insurance, Division of Workers' Compensation (DWC) announced the adoption of rule amendments to implement [House Bill 90](#), which was signed on June 12, 2023, and became effective Sept. 1, 2023.

This bill, in part, amends the Texas Labor Code to state that the travel of a member of the Texas military forces to or from the member's duty location or while on state training is considered to be in the course and scope of the member's employment for purposes of the Texas Workers' Compensation Act.

The adopted rules implement necessary changes by:

- Clarifying workers' compensation coverage for authorized travel by members of the Texas military forces.
- Ensuring that insurance carriers expedite claims for medical benefits by injured members of the Texas military forces.
- Ensuring that DWC expedites disputes about those claims.

The adopted rules became effective Dec. 28, 2023.

Washington

Rule adopted to implement Senate Bill 5454

On Dec. 19, 2023, the Washington Department of Labor and Industries (L&I) adopted a [rule amendment](#) to add direct care registered nurses to the list of those workers for whom post-traumatic stress disorder (PTSD) is presumed to be an occupational disease.

This rule became [effective 31 days after filing](#) and aligns with the changes in [Senate Bill 5454](#), enacted in 2023.

The information contained within this document is intended to provide summary level information on proposed or enacted laws related to family and medical leave. It is not intended to provide guidance on the application of these legal requirements or as an update to your company's attendance and/or leave policies. We recommend you consult with Legal Counsel to determine what changes, if any, should be applied to company policy.

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