

# SENATE BILL No. 265

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## DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 22-2; IC 22-3; IC 22-4.

**Synopsis:** Various employment matters. Provides that, under certain circumstances, an employer who takes an adverse action against an employee commits an infraction. Specifies that, under certain circumstances, an adverse employment action is *prima facie* evidence of an unlawful retaliation. Provides that, under certain circumstances, an employer who knowingly or intentionally fails to pay an employee or former employee commits an infraction. Increases the amount of worker's compensation and worker's occupational diseases compensation benefits available for injuries and disablements: (1) in fiscal year 2027; (2) in fiscal year 2028; (3) in fiscal year 2029; (4) in fiscal year 2030; (5) in fiscal year 2031; and (6) in fiscal year 2032 and thereafter. Amends the definition of "wage credits". Specifies the rate for unemployment insurance benefits for initial claims filed by an individual who is totally unemployed for any week beginning after June 30, 2026. Specifies, for initial claims filed for any week beginning after June 30, 2026: (1) the maximum weekly benefit amount; and (2) an additional weekly benefit for eligible and qualified individuals with dependents.

**Effective:** July 1, 2026.

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**Pol Jr.**

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January 8, 2026, read first time and referred to Committee on Pensions and Labor.

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Introduced

Second Regular Session of the 124th General Assembly (2026)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2025 Regular Session of the General Assembly.

## SENATE BILL No. 265

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A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

*Be it enacted by the General Assembly of the State of Indiana:*

1 SECTION 1. IC 22-2-2-11 IS AMENDED TO READ AS  
2 FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 11. (a) An employer or  
3 ~~his~~ the employer's agent who:

4 (1) ~~discharges or otherwise discriminates in regard to tenure or~~  
5 ~~condition of employment against any employee because the~~  
6 ~~employee has:~~

7 (A) ~~instituted or participated in the institution of any action to~~  
8 ~~recover wages under this chapter; or~~

9 (B) ~~demanded the payment of wages under this chapter;~~

10 (2) (1) ~~pays or agrees to pay any employee less than the minimum~~  
11 ~~wage prescribed by section 4 of this chapter; or~~

12 (3) (2) ~~fails to keep records required by section 8 of this chapter;~~  
13 ~~commits a Class C infraction.~~

14 (b) An employer or the employer's agent who knowingly or  
15 intentionally violates section 4 or 8 of this chapter commits a Class A  
16 infraction.

17 (c) An employer or the employer's agent who violates section 4 of



1       this chapter, having a prior unrelated judgment for a violation of  
2       section 4 of this chapter, commits a Class B misdemeanor.

3       (d) An employer or the employer's agent who violates section 8 of  
4       this chapter, having a prior unrelated judgment for a violation of  
5       section 8 of this chapter, commits a Class B misdemeanor.

6       **(e) An employer who takes an adverse employment action  
7       against an employee because the employee has:**

8       **(1) instituted or participated in an action to recover wages  
9       under this chapter; or**  
10      **(2) demanded the payment of wages under this chapter;  
11      commits a Class B infraction.**

12      **(f) Notwithstanding IC 34-28-5-4(b), a civil judgment for an  
13      infraction committed under subsection (e) must be imposed as  
14      follows:**

15      **(1) If the employer has no prior unrelated adjudication within  
16      the previous five (5) years, a civil penalty of up to one  
17      thousand dollars (\$1,000).**

18      **(2) If the employer has one (1) prior unrelated adjudication  
19      within the previous five (5) years, a civil penalty of up to two  
20      thousand five hundred dollars (\$2,500).**

21      **(3) If the employer has two (2) or more prior unrelated  
22      adjudications within the previous five (5) years, a civil penalty  
23      of up to five thousand dollars (\$5,000).**

24      **(g) An adverse employment action taken against an employee by  
25      the employer within sixty (60) days of the employee:**

26      **(1) instituting or participating in an action to recover wages  
27      under this chapter; or**  
28      **(2) demanding the payment of wages under this chapter;**  
29      **is prima facie evidence of an unlawful action under subsection (e).**

30      SECTION 2. IC 22-2-5-4 IS ADDED TO THE INDIANA CODE  
31      AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY  
32      1, 2026]: Sec. 4. **(a) As used in this section, "employer" means a  
33      person, firm, corporation, limited liability company, association, or  
34      other entity subject to this chapter.**

35      **(b) An employer who takes an adverse employment action  
36      against an employee because the employee has:**

37      **(1) instituted or participated in an action to recover wages  
38      under this chapter; or**  
39      **(2) demanded the payment of wages under this chapter;  
40      commits a Class B infraction.**

41      **(c) Notwithstanding IC 34-28-5-4(b), a civil judgment for an  
42      infraction committed under subsection (b) must be imposed as**



1       **follows:**

2       **(1) If the employer has no prior unrelated adjudication within**  
3       **the previous five (5) years, a civil penalty of up to one**  
4       **thousand dollars (\$1,000).**

5       **(2) If the employer has one (1) prior unrelated adjudication**  
6       **within the previous five (5) years, a civil penalty of up to two**  
7       **thousand five hundred dollars (\$2,500).**

8       **(3) If the employer has two (2) or more prior unrelated**  
9       **adjudications within the previous five (5) years, a civil penalty**  
10       **of up to five thousand dollars (\$5,000).**

11       **(d) An adverse employment action taken against an employee by**  
12       **the employer within sixty (60) days of the employee:**

13       **(1) instituting or participating in an action to recover wages**  
14       **under this chapter; or**

15       **(2) demanding the payment of wages under this chapter;**  
16       **is prima facie evidence of an unlawful action under subsection (b).**

17       **(e) An employer who knowingly or intentionally violates section**  
18       **1 of this chapter commits a Class B infraction.**

19       **(f) Notwithstanding IC 34-28-5-4(b), a civil judgment for an**  
20       **infraction committed under subsection (e) must be imposed as**  
21       **follows:**

22       **(1) If the employer has no prior unrelated adjudication within**  
23       **the previous five (5) years, a civil penalty of up to one**  
24       **thousand dollars (\$1,000).**

25       **(2) If the employer has one (1) prior unrelated adjudication**  
26       **within the previous five (5) years, a civil penalty of up to two**  
27       **thousand five hundred dollars (\$2,500).**

28       **(3) If the employer has two (2) or more prior unrelated**  
29       **adjudications within the previous five (5) years, a civil penalty**  
30       **of up to five thousand dollars (\$5,000).**

31       **SECTION 3. IC 22-2-9-9 IS ADDED TO THE INDIANA CODE**  
32       **AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY**  
33       **1, 2026]: Sec. 9. (a) An employer who takes an adverse employment**  
34       **action against an employee because the employee has participated**  
35       **in an action to recover wages under this chapter commits a Class**  
36       **B infraction.**

37       **(b) Notwithstanding IC 34-28-5-4(b), a civil judgment for an**  
38       **infraction committed under subsection (a) must be imposed as**  
39       **follows:**

40       **(1) If the employer has no prior unrelated adjudication within**  
41       **the previous five (5) years, a civil penalty of up to one**  
42       **thousand dollars (\$1,000).**



1                   **(2) If the employer has one (1) prior unrelated adjudication**  
 2                   **within the previous five (5) years, a civil penalty of up to two**  
 3                   **thousand five hundred dollars (\$2,500).**

4                   **(3) If the employer has two (2) or more prior unrelated**  
 5                   **adjudications within the previous five (5) years, a civil penalty**  
 6                   **of up to five thousand dollars (\$5,000).**

7                   **(c) An adverse employment action taken against an employee by**  
 8                   **the employer within sixty (60) days of the employee participating**  
 9                   **in an action to recover wages under this chapter is *prima facie***  
 10                  **evidence of an unlawful action under subsection (a).**

11                  **(d) An employer who knowingly or intentionally violates section**  
 12                  **2 of this chapter commits a Class B infraction.**

13                  **(e) Notwithstanding IC 34-28-5-4(b), a civil judgment for an**  
 14                  **infraction committed under subsection (d) must be imposed as**  
 15                  **follows:**

16                  **(1) If the employer has no prior unrelated adjudication within**  
 17                  **the previous five (5) years, a civil penalty of up to one**  
 18                  **thousand dollars (\$1,000).**

19                  **(2) If the employer has one (1) prior unrelated adjudication**  
 20                  **within the previous five (5) years, a civil penalty of up to two**  
 21                  **thousand five hundred dollars (\$2,500).**

22                  **(3) If the employer has two (2) or more prior unrelated**  
 23                  **adjudications within the previous five (5) years, a civil penalty**  
 24                  **of up to five thousand dollars (\$5,000).**

25                  SECTION 4. IC 22-3-3-10, AS AMENDED BY P.L.160-2022,  
 26                  SECTION 3, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 27                  JULY 1, 2026]: Sec. 10. (a) With respect to injuries in the following  
 28                  schedule occurring on and after July 1, 1990, and before July 1, 1991,  
 29                  the employee shall receive, in addition to temporary total disability  
 30                  benefits not exceeding seventy-eight (78) weeks on account of the  
 31                  injury, a weekly compensation of sixty percent (60%) of the employee's  
 32                  average weekly wages, not to exceed two hundred dollars (\$200)  
 33                  average weekly wages, for the period stated for the injury.

34                  (1) Amputation: For the loss by separation of the thumb, sixty  
 35                  (60) weeks, of the index finger forty (40) weeks, of the second  
 36                  finger thirty-five (35) weeks, of the third or ring finger thirty (30)  
 37                  weeks, of the fourth or little finger twenty (20) weeks, of the hand  
 38                  by separation below the elbow joint two hundred (200) weeks, or  
 39                  the arm above the elbow two hundred fifty (250) weeks, of the big  
 40                  toe sixty (60) weeks, of the second toe thirty (30) weeks, of the  
 41                  third toe twenty (20) weeks, of the fourth toe fifteen (15) weeks,  
 42                  of the fifth or little toe ten (10) weeks, for loss occurring on and



1 after April 1, 1959, by separation of the foot below the knee joint,  
2 one hundred seventy-five (175) weeks and of the leg above the  
3 knee joint two hundred twenty-five (225) weeks. The loss of more  
4 than one (1) phalange of a thumb or toes shall be considered as  
5 the loss of the entire thumb or toe. The loss of more than two (2)  
6 phalanges of a finger shall be considered as the loss of the entire  
7 finger. The loss of not more than one (1) phalange of a thumb or  
8 toe shall be considered as the loss of one-half (1/2) of the thumb  
9 or toe and compensation shall be paid for one-half (1/2) of the  
10 period for the loss of the entire thumb or toe. The loss of not more  
11 than one (1) phalange of a finger shall be considered as the loss  
12 of one-third (1/3) of the finger and compensation shall be paid for  
13 one-third (1/3) the period for the loss of the entire finger. The loss  
14 of more than one (1) phalange of the finger but not more than two  
15 (2) phalanges of the finger, shall be considered as the loss of  
16 one-half (1/2) of the finger and compensation shall be paid for  
17 one-half (1/2) of the period for the loss of the entire finger.

18 (2) For the loss by separation of both hands or both feet or the  
19 total sight of both eyes, or any two (2) such losses in the same  
20 accident, five hundred (500) weeks.

21 (3) For the permanent and complete loss of vision by enucleation  
22 or its reduction to one-tenth (1/10) of normal vision with glasses,  
23 one hundred seventy-five (175) weeks.

24 (4) For the permanent and complete loss of hearing in one (1) ear,  
25 seventy-five (75) weeks, and in both ears, two hundred (200)  
26 weeks.

27 (5) For the loss of one (1) testicle, fifty (50) weeks; for the loss of  
28 both testicles, one hundred fifty (150) weeks.

29 (b) With respect to injuries in the schedule set forth in subsection  
30 (e) occurring on and after July 1, 1979, and before July 1, 1988, the  
31 employee shall receive, in addition to temporary total disability benefits  
32 not exceeding fifty-two (52) weeks on account of the injury, a weekly  
33 compensation of sixty percent (60%) of the employee's average weekly  
34 wages not to exceed one hundred twenty-five dollars (\$125) average  
35 weekly wages for the period stated for the injury.

36 (c) With respect to injuries in the schedule set forth in subsection (e)  
37 occurring on and after July 1, 1988, and before July 1, 1989, the  
38 employee shall receive, in addition to temporary total disability benefits  
39 not exceeding seventy-eight (78) weeks on account of the injury, a  
40 weekly compensation of sixty percent (60%) of the employee's average  
41 weekly wages, not to exceed one hundred sixty-six dollars (\$166)  
42 average weekly wages, for the period stated for the injury.



15 (1) Loss of use: The total permanent loss of the use of an arm,  
16 hand, thumb, finger, leg, foot, toe, or phalange shall be considered  
17 as the equivalent of the loss by separation of the arm, hand,  
18 thumb, finger, leg, foot, toe, or phalange, and compensation shall  
19 be paid for the same period as for the loss thereof by separation.

(2) Partial loss of use: For the permanent partial loss of the use of an arm, hand, thumb, finger, leg, foot, toe, or phalange, compensation shall be paid for the proportionate loss of the use of such arm, hand, thumb, finger, leg, foot, toe, or phalange.

(3) For injuries resulting in total permanent disability, five hundred (500) weeks.

(4) For any permanent reduction of the sight of an eye less than a total loss as specified in subsection (a)(3), compensation shall be paid for a period proportionate to the degree of such permanent reduction without correction or glasses. However, when such permanent reduction without correction or glasses would result in one hundred percent (100%) loss of vision, but correction or glasses would result in restoration of vision, then in such event compensation shall be paid for fifty percent (50%) of such total loss of vision without glasses, plus an additional amount equal to the proportionate amount of such reduction with glasses, not to exceed an additional fifty percent (50%).

37 (5) For any permanent reduction of the hearing of one (1) or both  
38 ears, less than the total loss as specified in subsection (a)(4),  
39 compensation shall be paid for a period proportional to the degree  
40 of such permanent reduction.

41 (6) In all other cases of permanent partial impairment,  
42 compensation proportionate to the degree of such permanent



1 partial impairment, in the discretion of the worker's compensation  
2 board, not exceeding five hundred (500) weeks.

3 (7) In all cases of permanent disfigurement which may impair the  
4 future usefulness or opportunities of the employee, compensation,  
5 in the discretion of the worker's compensation board, not  
6 exceeding two hundred (200) weeks, except that no compensation  
7 shall be payable under this subdivision where compensation is  
8 payable elsewhere in this section.

9 (f) With respect to injuries in the following schedule occurring on  
10 and after July 1, 1991, the employee shall receive in addition to  
11 temporary total disability benefits, not exceeding one hundred  
12 twenty-five (125) weeks on account of the injury, compensation in an  
13 amount determined under the following schedule to be paid weekly at  
14 a rate of sixty-six and two-thirds percent (66 2/3%) of the employee's  
15 average weekly wages during the fifty-two (52) weeks immediately  
16 preceding the week in which the injury occurred.

17 (1) Amputation: For the loss by separation of the thumb, twelve  
18 (12) degrees of permanent impairment; of the index finger, eight  
19 (8) degrees of permanent impairment; of the second finger, seven  
20 (7) degrees of permanent impairment; of the third or ring finger,  
21 six (6) degrees of permanent impairment; of the fourth or little  
22 finger, four (4) degrees of permanent impairment; of the hand by  
23 separation below the elbow joint, forty (40) degrees of permanent  
24 impairment; of the arm above the elbow, fifty (50) degrees of  
25 permanent impairment; of the big toe, twelve (12) degrees of  
26 permanent impairment; of the second toe, six (6) degrees of  
27 permanent impairment; of the third toe, four (4) degrees of  
28 permanent impairment; of the fourth toe, three (3) degrees of  
29 permanent impairment; of the fifth or little toe, two (2) degrees of  
30 permanent impairment; by separation of the foot below the knee  
31 joint, thirty-five (35) degrees of permanent impairment; and of the  
32 leg above the knee joint, forty-five (45) degrees of permanent  
33 impairment.

34 (2) Amputations: For the loss by separation of any of the body  
35 parts described in subdivision (1) on or after July 1, 1997, and for  
36 the loss by separation of any of the body parts described in  
37 subdivision (3), (5), or (7), on or after July 1, 1999, the dollar  
38 values per degree applying on the date of the injury as described  
39 in subsection (g) shall be multiplied by two (2). However, the  
40 doubling provision of this subdivision does not apply to a loss of  
41 use that is not a loss by separation.

42 (3) The loss of more than one (1) phalange of a thumb or toe shall



1           be considered as the loss of the entire thumb or toe. The loss of  
2           more than two (2) phalanges of a finger shall be considered as the  
3           loss of the entire finger. The loss of not more than one (1)  
4           phalange of a thumb or toe shall be considered as the loss of  
5           one-half (1/2) of the degrees of permanent impairment for the loss  
6           of the entire thumb or toe. The loss of not more than one (1)  
7           phalange of a finger shall be considered as the loss of one-third  
8           (1/3) of the finger and compensation shall be paid for one-third  
9           (1/3) of the degrees payable for the loss of the entire finger. The  
10          loss of more than one (1) phalange of the finger but not more than  
11          two (2) phalanges of the finger shall be considered as the loss of  
12          one-half (1/2) of the finger and compensation shall be paid for  
13          one-half (1/2) of the degrees payable for the loss of the entire  
14          finger.

15          (4) For the loss by separation of both hands or both feet or the  
16          total sight of both eyes or any two (2) such losses in the same  
17          accident, one hundred (100) degrees of permanent impairment.

18          (5) For the permanent and complete loss of vision by enucleation,  
19          thirty-five (35) degrees of permanent impairment.

20          (6) For the permanent and complete loss of hearing in one (1) ear,  
21          fifteen (15) degrees of permanent impairment, and in both ears,  
22          forty (40) degrees of permanent impairment.

23          (7) For the loss of one (1) testicle, ten (10) degrees of permanent  
24          impairment; for the loss of both testicles, thirty (30) degrees of  
25          permanent impairment.

26          (8) Loss of use: The total permanent loss of the use of an arm, a  
27          hand, a thumb, a finger, a leg, a foot, a toe, or a phalange shall be  
28          considered as the equivalent of the loss by separation of the arm,  
29          hand, thumb, finger, leg, foot, toe, or phalange, and compensation  
30          shall be paid in the same amount as for the loss by separation.  
31          However, the doubling provision of subdivision (2) does not  
32          apply to a loss of use that is not a loss by separation.

33          (9) Partial loss of use: For the permanent partial loss of the use of  
34          an arm, a hand, a thumb, a finger, a leg, a foot, a toe, or a  
35          phalange, compensation shall be paid for the proportionate loss of  
36          the use of the arm, hand, thumb, finger, leg, foot, toe, or phalange.

37          (10) For injuries resulting in total permanent disability, the  
38          amount payable for impairment or five hundred (500) weeks of  
39          compensation, whichever is greater.

40          (11) Visual impairments shall be based on the Functional Vision  
41          Score (FVS) assessing the visual acuity and visual field to  
42          evaluate any reduction in ability to perform vision-related



Activities of Daily Living (ADL). Unless such loss is otherwise specified in subdivision (5), visual impairments shall be paid as a whole person rating.

(12) For any permanent reduction of the hearing of one (1) or both ears, less than the total loss as specified in subsection (e)(5), compensation shall be paid in an amount proportionate to the degree of a permanent reduction.

(13) In all other cases of permanent partial impairment, compensation proportionate to the degree of a permanent partial impairment, in the discretion of the worker's compensation board, not exceeding one hundred (100) degrees of permanent impairment.

(14) In all cases of permanent disfigurement which may impair the future usefulness or opportunities of the employee, compensation, in the discretion of the worker's compensation board, not exceeding forty (40) degrees of permanent impairment except that no compensation shall be payable under this subdivision where compensation is payable elsewhere in this section.

(g) Compensation for permanent partial impairment shall be paid according to the degree of permanent impairment for the injury determined under subsection (f) and the following:

(1) With respect to injuries occurring on and after July 1, 2010, and before July 1, 2014, for each degree of permanent impairment from one (1) to ten (10), one thousand four hundred dollars (\$1,400) per degree; for each degree of permanent impairment from eleven (11) to thirty-five (35), one thousand six hundred dollars (\$1,600) per degree; for each degree of permanent impairment from thirty-six (36) to fifty (50), two thousand seven hundred dollars (\$2,700) per degree; for each degree of permanent impairment above fifty (50), three thousand five hundred dollars (\$3,500) per degree.

(2) With respect to injuries occurring on and after July 1, 2014, and before July 1, 2015, for each degree of permanent impairment from one (1) to ten (10), one thousand five hundred seventeen dollars (\$1,517) per degree; for each degree of permanent impairment from eleven (11) to thirty-five (35), one thousand seven hundred seventeen dollars (\$1,717) per degree; for each degree of permanent impairment from thirty-six (36) to fifty (50), two thousand eight hundred sixty-two dollars (\$2,862) per degree; for each degree of permanent impairment above fifty (50), three thousand six hundred eighty-seven dollars (\$3,687) per degree.



1 (3) With respect to injuries occurring on and after July 1, 2015,  
2 and before July 1, 2016, for each degree of permanent impairment  
3 from one (1) to ten (10), one thousand six hundred thirty-three  
4 dollars (\$1,633) per degree; for each degree of permanent  
5 impairment from eleven (11) to thirty-five (35), one thousand  
6 eight hundred thirty-five dollars (\$1,835) per degree; for each  
7 degree of permanent impairment from thirty-six (36) to fifty (50),  
8 three thousand twenty-four dollars (\$3,024) per degree; for each  
9 degree of permanent impairment above fifty (50), three thousand  
10 eight hundred seventy-three dollars (\$3,873) per degree.

11 (4) With respect to injuries occurring on and after July 1, 2016,  
12 and before July 1, 2023, for each degree of permanent impairment  
13 from one (1) to ten (10), one thousand seven hundred fifty dollars  
14 (\$1,750) per degree; for each degree of permanent impairment  
15 from eleven (11) to thirty-five (35), one thousand nine hundred  
16 fifty-two dollars (\$1,952) per degree; for each degree of  
17 permanent impairment from thirty-six (36) to fifty (50), three  
18 thousand one hundred eighty-six dollars (\$3,186) per degree; for  
19 each degree of permanent impairment above fifty (50), four  
20 thousand sixty dollars (\$4,060) per degree.

21 (5) With respect to injuries occurring on and after July 1, 2023,  
22 and before July 1, 2024, for each degree of permanent impairment  
23 from one (1) to ten (10), one thousand eight hundred three dollars  
24 (\$1,803) per degree; for each degree of permanent impairment  
25 from eleven (11) to thirty-five (35), two thousand eleven dollars  
26 (\$2,011) per degree; for each degree of permanent impairment  
27 from thirty-six (36) to fifty (50), three thousand two hundred  
28 eighty-two dollars (\$3,282) per degree; for each degree of  
29 permanent impairment above fifty (50), four thousand one  
30 hundred eighty-two dollars (\$4,182) per degree.

31 (6) With respect to injuries occurring on and after July 1, 2024,  
32 and before July 1, 2025, for each degree of permanent impairment  
33 from one (1) to ten (10), one thousand eight hundred fifty-seven  
34 dollars (\$1,857) per degree; for each degree of permanent  
35 impairment from eleven (11) to thirty-five (35), two thousand  
36 seventy-one dollars (\$2,071) per degree; for each degree of  
37 permanent impairment from thirty-six (36) to fifty (50), three  
38 thousand three hundred eighty dollars (\$3,380) per degree; for  
39 each degree of permanent impairment above fifty (50), four  
40 thousand three hundred seven dollars (\$4,307) per degree.

41 (7) With respect to injuries occurring on and after July 1, 2025,  
42 and before July 1, 2026, for each degree of permanent impairment



1 from one (1) to ten (10), one thousand nine hundred thirteen  
2 dollars (\$1,913) per degree; for each degree of permanent  
3 impairment from eleven (11) to thirty-five (35), two thousand one  
4 hundred thirty-three dollars (\$2,133) per degree; for each degree  
5 of permanent impairment from thirty-six (36) to fifty (50), three  
6 thousand four hundred eighty-one dollars (\$3,481) per degree; for  
7 each degree of permanent impairment above fifty (50), four  
8 thousand four hundred thirty-six dollars (\$4,436) per degree.

9 (8) With respect to injuries occurring on and after July 1, 2026,  
10 **and before July 1, 2027**, for each degree of permanent  
11 impairment from one (1) to ten (10), ~~one thousand nine hundred~~  
12 ~~seventy dollars (\$1,970)~~ **two thousand one hundred four**  
13 **dollars (\$2,104)** per degree; for each degree of permanent  
14 impairment from eleven (11) to thirty-five (35), ~~two thousand one~~  
15 ~~hundred ninety-seven dollars (\$2,197)~~ **two thousand three**  
16 **hundred forty-six dollars (\$2,346)** per degree; for each degree  
17 of permanent impairment from thirty-six (36) to fifty (50), ~~three~~  
18 ~~thousand five hundred eighty-five dollars (\$3,585)~~ **three**  
19 **thousand eight hundred twenty-nine dollars (\$3,829)** per  
20 degree; for each degree of permanent impairment above fifty (50),  
21 ~~four thousand five hundred sixty-nine dollars (\$4,569)~~ **four**  
22 **thousand eight hundred eighty dollars (\$4,880)** per degree.

23 (9) With respect to injuries occurring on and after July 1,  
24 2027, and before July 1, 2028, for each degree of permanent  
25 impairment from one (1) to ten (10), **two thousand two**  
26 **hundred thirty dollars (\$2,230)** per degree; for each degree of  
27 permanent impairment from eleven (11) to thirty-five (35),  
28 **two thousand four hundred eighty-seven dollars (\$2,487)** per  
29 degree; for each degree of permanent impairment from  
30 thirty-six (36) to fifty (50), **four thousand fifty-nine dollars**  
31 **(\$4,059)** per degree; for each degree of permanent  
32 impairment above fifty (50), **five thousand one hundred**  
33 **seventy-three dollars (\$5,173)** per degree.

34 (10) With respect to injuries occurring on and after July 1,  
35 2028, and before July 1, 2029, for each degree of permanent  
36 impairment from one (1) to ten (10), **two thousand three**  
37 **hundred nineteen dollars (\$2,319)** per degree; for each degree  
38 of permanent impairment from eleven (11) to thirty-five (35),  
39 **two thousand five hundred eighty-six dollars (\$2,586)** per  
40 degree; for each degree of permanent impairment from  
41 thirty-six (36) to fifty (50), **four thousand two hundred**  
42 **twenty-one dollars (\$4,221)** per degree; for each degree of



1 permanent impairment above fifty (50), five thousand three  
2 hundred eighty dollars (\$5,380) per degree.

3 (11) With respect to injuries occurring on and after July 1,  
4 2029, and before July 1, 2030, for each degree of permanent  
5 impairment from one (1) to ten (10), two thousand four  
6 hundred twelve dollars (\$2,412) per degree; for each degree  
7 of permanent impairment from eleven (11) to thirty-five (35),  
8 two thousand six hundred eighty-nine dollars (\$2,689) per  
9 degree; for each degree of permanent impairment from  
10 thirty-six (36) to fifty (50), four thousand three hundred  
11 ninety dollars (\$4,390) per degree; for each degree of  
12 permanent impairment above fifty (50), five thousand five  
13 hundred ninety-five dollars (\$5,595) per degree.

14 (12) With respect to injuries occurring on and after July 1,  
15 2030, and before July 1, 2031, for each degree of permanent  
16 impairment from one (1) to ten (10), two thousand five  
17 hundred eight dollars (\$2,508) per degree; for each degree of  
18 permanent impairment from eleven (11) to thirty-five (35),  
19 two thousand seven hundred ninety-seven dollars (\$2,797) per  
20 degree; for each degree of permanent impairment from  
21 thirty-six (36) to fifty (50), four thousand five hundred  
22 sixty-six dollars (\$4,566) per degree; for each degree of  
23 permanent impairment above fifty (50), five thousand eight  
24 hundred nineteen dollars (\$5,819) per degree.

25 (13) With respect to injuries occurring on and after July 1,  
26 2031, for each degree of permanent impairment from one (1)  
27 to ten (10), two thousand six hundred eight dollars (\$2,608)  
28 per degree; for each degree of permanent impairment from  
29 eleven (11) to thirty-five (35), two thousand nine hundred nine  
30 dollars (\$2,909) per degree; for each degree of permanent  
31 impairment from thirty-six (36) to fifty (50), four thousand  
32 seven hundred forty-nine dollars (\$4,749) per degree; for each  
33 degree of permanent impairment above fifty (50), six  
34 thousand fifty-two dollars (\$6,052) per degree.

35 (h) The average weekly wages used in the determination of  
36 compensation for permanent partial impairment under subsections (f)  
37 and (g) shall not exceed the following:

38 (1) With respect to injuries occurring on or after July 1, 2009, and  
39 before July 1, 2014, nine hundred seventy-five dollars (\$975).  
40 (2) With respect to injuries occurring on or after July 1, 2014, and  
41 before July 1, 2015, one thousand forty dollars (\$1,040).  
42 (3) With respect to injuries occurring on or after July 1, 2015, and



1 before July 1, 2016, one thousand one hundred five dollars  
 2 (\$1,105).

3 (4) With respect to injuries occurring on or after July 1, 2016, and  
 4 before July 1, 2023, one thousand one hundred seventy dollars  
 5 (\$1,170).

6 (5) With respect to injuries occurring on or after July 1, 2023, and  
 7 before July 1, 2024, one thousand two hundred five dollars  
 8 (\$1,205).

9 (6) With respect to injuries occurring on or after July 1, 2024, and  
 10 before July 1, 2025, one thousand two hundred forty-one dollars  
 11 (\$1,241).

12 (7) With respect to injuries occurring on or after July 1, 2025, and  
 13 before July 1, 2026, one thousand two hundred seventy-eight  
 14 dollars (\$1,278).

15 (8) With respect to injuries occurring on or after July 1, 2026, **and**  
 16 **before July 1, 2027, one thousand three hundred sixteen dollars**  
 17 **(\$1,316); one thousand four hundred six dollars (\$1,406).**

18 (9) **With respect to injuries occurring on or after July 1, 2027,**  
 19 **and before July 1, 2028, one thousand four hundred ninety**  
 20 **dollars (\$1,490).**

21 (10) **With respect to injuries occurring on or after July 1,**  
 22 **2028, and before July 1, 2029, one thousand five hundred fifty**  
 23 **dollars (\$1,550).**

24 (11) **With respect to injuries occurring on or after July 1,**  
 25 **2029, and before July 1, 2030, one thousand six hundred**  
 26 **twelve dollars (\$1,612).**

27 (12) **With respect to injuries occurring on or after July 1,**  
 28 **2030, and before July 1, 2031, one thousand six hundred**  
 29 **seventy-six dollars (\$1,676).**

30 (13) **With respect to injuries occurring on or after July 1,**  
 31 **2031, one thousand seven hundred forty-three dollars**  
 32 **(\$1,743).**

33 SECTION 5. IC 22-3-3-22, AS AMENDED BY P.L.160-2022,  
 34 SECTION 4, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 35 JULY 1, 2026]: Sec. 22. (a) In computing compensation for temporary  
 36 total disability, temporary partial disability, and total permanent  
 37 disability, the average weekly wages are considered to be:

38 (1) with respect to injuries occurring on and after July 1, 2009,  
 39 and before July 1, 2014:

40 (A) not more than nine hundred seventy-five dollars (\$975);  
 41 and  
 42 (B) not less than seventy-five dollars (\$75);



(2) with respect to injuries occurring on and after July 1, 2014, and before July 1, 2015:

(A) not more than one thousand forty dollars (\$1,040); and

(B) not less than seventy-five dollars (\$75);

(3) with respect to injuries occurring on and after July 1, 2015, and before July 1, 2016:

(A) not more than one thousand one hundred five dollars (\$1,105); and

(B) not less than seventy-five dollars (\$75);

(4) with respect to injuries occurring on and after July 1, 2016, and before July 1, 2023:

(A) not more than one thousand one hundred seventy dollars (\$1,170); and

(B) not less than seventy-five dollars (\$75);

(5) with respect to injuries occurring on and after July 1, 2023, and before July 1, 2024:

(A) not more than one thousand two hundred five dollars (\$1,205); and

(B) not less than seventy-five dollars (\$75);

(6) with respect to injuries occurring on and after July 1, 2024, and before July 1, 2025:

(A) not more than one thousand two hundred forty-one dollars (\$1,241); and

(B) not less than seventy-five dollars (\$75);

(7) with respect to injuries occurring on and after July 1, 2025, and before July 1, 2026:

(A) not more than one thousand two hundred seventy-eight dollars (\$1,278); and

(B) not less than seventy-five dollars (\$75); and

(8) with respect to injuries occurring on and after July 1, 2026, and before July 1, 2027:

(A) not more than ~~one thousand three hundred sixteen dollars (\$1,316)~~; **one thousand four hundred six dollars (\$1,406)**; and

(B) not less than seventy-five dollars (\$75);

**(9) with respect to injuries occurring on and after July 1, 2027, and before July 1, 2028:**

(A) **not more than one thousand four hundred ninety dollars (\$1,490)**; and

(B) not less than seventy-five dollars (\$75);

**(10) with respect to injuries occurring on and after July 1, 2028, and before July 1, 2029:**



19 However, the weekly compensation payable shall not exceed the  
20 average weekly wages of the employee at the time of the injury.

21 (b) The maximum compensation, exclusive of medical benefits, that  
22 may be paid for an injury under any provision of this law or any  
23 combination of provisions may not exceed the following amounts in  
24 any case:

25 (1) With respect to an injury occurring on and after July 1, 2009,  
26 and before July 1, 2014, three hundred twenty-five thousand  
27 dollars (\$325,000).  
28 (2) With respect to an injury occurring on and after July 1, 2014,  
29 and before July 1, 2015, three hundred forty-seven thousand  
30 dollars (\$347,000).  
31 (3) With respect to an injury occurring on and after July 1, 2015,  
32 and before July 1, 2016, three hundred sixty-eight thousand  
33 dollars (\$368,000).  
34 (4) With respect to an injury occurring on and after July 1, 2016,  
35 and before July 1, 2023, three hundred ninety thousand dollars  
36 (\$390,000).  
37 (5) With respect to an injury occurring on and after July 1, 2023,  
38 and before July 1, 2024, four hundred two thousand dollars  
39 (\$402,000).  
40 (6) With respect to an injury occurring on and after July 1, 2024,  
41 and before July 1, 2025, four hundred fourteen thousand dollars  
42 (\$414,000).



(7) With respect to an injury occurring on and after July 1, 2025, and before July 1, 2026, four hundred twenty-six thousand dollars (\$426,000).

(8) With respect to an injury occurring on and after July 1, 2026, and before July 1, 2027, four hundred thirty-nine thousand dollars (\$439,000); four hundred sixty-eight thousand dollars (\$468,000).

(9) With respect to an injury occurring on and after July 1, 2027, and before July 1, 2028, four hundred ninety-six thousand dollars (\$496,000).

**(10) With respect to an injury occurring on and after July 1, 2028, and before July 1, 2029, five hundred sixteen thousand dollars (\$516,000).**

**(11) With respect to an injury occurring on and after July 1, 2029, and before July 1, 2030, five hundred thirty-seven thousand dollars (\$537,000).**

(12) With respect to an injury occurring on and after July 1, 2030, and before July 1, 2031, five hundred fifty-eight thousand dollars (\$558,000).

**(13) With respect to an injury occurring on and after July 1, 2031, five hundred eighty-one thousand dollars (\$581,000).**

SECTION 6. IC 22-3-7-16, AS AMENDED BY P.L.160-2022, SECTION 7, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 16. (a) Compensation shall be allowed on account of disablement from occupational disease resulting in only temporary total disability to work or temporary partial disability to work beginning with the eighth day of such disability except for the medical benefits provided for in section 17 of this chapter. Compensation shall be allowed for the first seven (7) calendar days only as provided in this section. The first weekly installment of compensation for temporary disability is due fourteen (14) days after the disability begins. Not later than fourteen (14) days from the date that the first installment of compensation is due, the employer or the employer's insurance carrier shall file a report of payment of compensation with the worker's compensation board electronically and tender to the employee or to the employee's dependents, with all compensation due, a properly prepared compensation agreement in a form prescribed by the board. The presentation to the employee or to the employee's dependents of the check, draft, or electronic payment from the employer or the employer's insurance carrier for the proper amount, drawn upon a bank in which money is on deposit to pay the same on demand, shall be sufficient tender of the compensation.



16 (1) the extraordinary circumstances that have precluded a  
17 determination of liability within the initial sixty (60) days;  
18 (2) the status of the investigation on the date the petition is filed;  
19 (3) the facts or circumstances that are necessary to make a  
20 determination; and  
21 (4) a timetable for the completion of the remaining investigation.

22 An employer who fails to comply with this section is subject to a civil  
23 penalty under IC 22-3-4-15.

26 (1) the employee has returned to work;  
27 (2) the employee has died;  
28 (3) the employee has refused to undergo a medical examination  
29 under section 20 of this chapter;  
30 (4) the employee has received five hundred (500) weeks of  
31 temporary total disability benefits or has been paid the maximum  
32 compensation allowable under section 19 of this chapter; or  
33 (5) the employee is unable or unavailable to work for reasons  
34 unrelated to the compensable disease.

35 In each instance, the employer must provide written notice to the  
36 injured worker on a form approved by the board. In all other cases the  
37 employer must notify the employee in writing of the employer's intent  
38 to terminate the payment of temporary total disability benefits, and of  
39 the availability of employment, if any, on a form approved by the  
40 board. In all instances, the employer must file an electronic notice of  
41 the termination with the board.

42 (d) If the employee disagrees with the termination or proposed



1 termination, the employee must give written notice of disagreement to  
2 the board and the employer within seven (7) days after receipt of the  
3 notice of intent to terminate benefits. If the board and employer do not  
4 receive a notice of disagreement under this section, the employee's  
5 temporary total disability benefits shall be terminated. Upon receipt of  
6 the notice of disagreement, the board shall immediately contact the  
7 parties, which may be by telephone or other means and attempt to  
8 resolve the disagreement. If the board is unable to resolve the  
9 disagreement within ten (10) days of receipt of the notice of  
10 disagreement, the board shall immediately arrange for an evaluation of  
11 the employee by an independent medical examiner. The independent  
12 medical examiner shall be selected by mutual agreement of the parties  
13 or, if the parties are unable to agree, appointed by the board under  
14 IC 22-3-4-11. If the independent medical examiner determines that the  
15 employee is no longer temporarily disabled or is still temporarily  
16 disabled but can return to employment that the employer has made  
17 available to the employee, or if the employee fails or refuses to appear  
18 for examination by the independent medical examiner, temporary total  
19 disability benefits may be terminated. If either party disagrees with the  
20 opinion of the independent medical examiner, the party shall apply to  
21 the board for a hearing under section 27 of this chapter.

22 (e) An employer is not required to continue the payment of  
23 temporary total disability benefits for more than fourteen (14) days  
24 after the employer's proposed termination date unless the independent  
25 medical examiner determines that the employee is temporarily disabled  
26 and unable to return to any employment that the employer has made  
27 available to the employee.

28 (f) If it is determined that as a result of this section temporary total  
29 disability benefits were overpaid, the overpayment shall be deducted  
30 from any benefits due the employee under this section and, if there are  
31 no benefits due the employee or the benefits due the employee do not  
32 equal the amount of the overpayment, the employee shall be  
33 responsible for paying any overpayment which cannot be deducted  
34 from benefits due the employee.

35 (g) For disablements occurring on and after July 1, 1976, from  
36 occupational disease resulting in temporary total disability for any work  
37 there shall be paid to the disabled employee during the temporary total  
38 disability weekly compensation equal to sixty-six and two-thirds  
39 percent (66 2/3%) of the employee's average weekly wages, as defined  
40 in section 19 of this chapter, for a period not to exceed five hundred  
41 (500) weeks. Compensation shall be allowed for the first seven (7)  
42 calendar days only if the disability continues for longer than twenty-one



1 (21) days.

2 (h) For disablements occurring on and after July 1, 1974, from  
3 occupational disease resulting in temporary partial disability for work  
4 there shall be paid to the disabled employee during such disability a  
5 weekly compensation equal to sixty-six and two-thirds percent (66  
6 2/3%) of the difference between the employee's average weekly wages,  
7 as defined in section 19 of this chapter, and the weekly wages at which  
8 the employee is actually employed after the disablement, for a period  
9 not to exceed three hundred (300) weeks. Compensation shall be  
10 allowed for the first seven (7) calendar days only if the disability  
11 continues for longer than twenty-one (21) days. In case of partial  
12 disability after the period of temporary total disability, the latter period  
13 shall be included as a part of the maximum period allowed for partial  
14 disability.

(1) Amputation: For the loss by separation of the thumb, twelve (12) degrees of permanent impairment; of the index finger, eight (8) degrees of permanent impairment; of the second finger, seven (7) degrees of permanent impairment; of the third or ring finger, six (6) degrees of permanent impairment; of the fourth or little finger, four (4) degrees of permanent impairment; of the hand by separation below the elbow joint, forty (40) degrees of permanent impairment; of the arm above the elbow, fifty (50) degrees of permanent impairment; of the big toe, twelve (12) degrees of permanent impairment; of the second toe, six (6) degrees of permanent impairment; of the third toe, four (4) degrees of permanent impairment; of the fourth toe, three (3) degrees of permanent impairment; of the fifth or little toe, two (2) degrees of permanent impairment; of separation of the foot below the knee joint, thirty-five (35) degrees of permanent impairment; and of the leg above the knee joint, forty-five (45) degrees of permanent impairment.

40 (2) Amputations occurring on or after July 1, 1997: For the loss  
41 by separation of any of the body parts described in subdivision (1)  
42 on or after July 1, 1997, the dollar values per degree applying on



1 the date of the injury as described in subsection (j) shall be  
2 multiplied by two (2). However, the doubling provision of this  
3 subdivision does not apply to a loss of use that is not a loss by  
4 separation.

5 (3) The loss of more than one (1) phalange of a thumb or toe shall  
6 be considered as the loss of the entire thumb or toe. The loss of  
7 more than two (2) phalanges of a finger shall be considered as the  
8 loss of the entire finger. The loss of not more than one (1)  
9 phalange of a thumb or toe shall be considered as the loss of  
10 one-half(1/2) of the degrees of permanent impairment for the loss  
11 of the entire thumb or toe. The loss of not more than one (1)  
12 phalange of a finger shall be considered as the loss of one-third  
13 (1/3) of the finger and compensation shall be paid for one-third  
14 (1/3) of the degrees payable for the loss of the entire finger. The  
15 loss of more than one (1) phalange of the finger but not more than  
16 two (2) phalanges of the finger shall be considered as the loss of  
17 one-half (1/2) of the finger and compensation shall be paid for  
18 one-half (1/2) of the degrees payable for the loss of the entire  
19 finger.

20 (4) For the loss by separation of both hands or both feet or the  
21 total sight of both eyes or any two (2) such losses in the same  
22 accident, one hundred (100) degrees of permanent impairment.

23 (5) For the permanent and complete loss of vision by enucleation  
24 or its reduction to one-tenth (1/10) of normal vision with glasses,  
25 thirty-five (35) degrees of permanent impairment.

26 (6) For the permanent and complete loss of hearing in one (1) ear,  
27 fifteen (15) degrees of permanent impairment, and in both ears,  
28 forty (40) degrees of permanent impairment.

29 (7) For the loss of one (1) testicle, ten (10) degrees of permanent  
30 impairment; for the loss of both testicles, thirty (30) degrees of  
31 permanent impairment.

32 (8) Loss of use: The total permanent loss of the use of an arm, a  
33 hand, a thumb, a finger, a leg, a foot, a toe, or a phalange shall be  
34 considered as the equivalent of the loss by separation of the arm,  
35 hand, thumb, finger, leg, foot, toe, or phalange, and compensation  
36 shall be paid in the same amount as for the loss by separation.  
37 However, the doubling provision of subdivision (2) does not  
38 apply to a loss of use that is not a loss by separation.

39 (9) Partial loss of use: For the permanent partial loss of the use of  
40 an arm, a hand, a thumb, a finger, a leg, a foot, a toe, or a  
41 phalange, compensation shall be paid for the proportionate loss of  
42 the use of the arm, hand, thumb, finger, leg, foot, toe, or phalange.



(10) For disabilities resulting in total permanent disability, the amount payable for impairment or five hundred (500) weeks of compensation, whichever is greater.

(11) Visual impairments shall be based on the Functional Vision Score (FVS) assessing the visual acuity and visual field to evaluate any reduction in ability to perform vision-related Activities of Daily Living (ADL). Unless such loss is otherwise specified in subdivision (5), visual impairments shall be paid as a whole person rating.

(12) For any permanent reduction of the hearing of one (1) or both ears, less than the total loss as specified in subdivision (6), compensation shall be paid in an amount proportionate to the degree of a permanent reduction.

(13) In all other cases of permanent partial impairment, compensation proportionate to the degree of a permanent partial impairment, in the discretion of the worker's compensation board, not exceeding one hundred (100) degrees of permanent impairment.

(14) In all cases of permanent disfigurement which may impair the future usefulness or opportunities of the employee, compensation, in the discretion of the worker's compensation board, not exceeding forty (40) degrees of permanent impairment except that no compensation shall be payable under this subdivision where compensation is payable elsewhere in this section.

(j) With respect to disablements occurring on and after July 1, 1991, compensation for permanent partial impairment shall be paid according to the degree of permanent impairment for the disablement determined under subsection (i) and the following:

(1) With respect to disablements occurring on and after July 1, 2010, and before July 1, 2014, for each degree of permanent impairment from one (1) to ten (10), one thousand four hundred dollars (\$1,400) per degree; for each degree of permanent impairment from eleven (11) to thirty-five (35), one thousand six hundred dollars (\$1,600) per degree; for each degree of permanent impairment from thirty-six (36) to fifty (50), two thousand seven hundred dollars (\$2,700) per degree; for each degree of permanent impairment above fifty (50), three thousand five hundred dollars (\$3,500) per degree.

(2) With respect to disablements occurring on and after July 1, 2014, and before July 1, 2015, for each degree of permanent impairment from one (1) to ten (10), one thousand five hundred



9 (3) With respect to disablements occurring on and after July 1,  
10 2015, and before July 1, 2016, for each degree of permanent  
11 impairment from one (1) to ten (10), one thousand six hundred  
12 thirty-three dollars (\$1,633) per degree; for each degree of  
13 permanent impairment from eleven (11) to thirty-five (35), one  
14 thousand eight hundred thirty-five dollars (\$1,835) per degree; for  
15 each degree of permanent impairment from thirty-six (36) to fifty  
16 (50), three thousand twenty-four dollars (\$3,024) per degree; for  
17 each degree of permanent impairment above fifty (50), three  
18 thousand eight hundred seventy-three dollars (\$3,873) per degree.

19 (4) With respect to disablements occurring on and after July 1,  
20 2016, and before July 1, 2023, for each degree of permanent  
21 impairment from one (1) to ten (10), one thousand seven hundred  
22 fifty dollars (\$1,750) per degree; for each degree of permanent  
23 impairment from eleven (11) to thirty-five (35), one thousand nine  
24 hundred fifty-two dollars (\$1,952) per degree; for each degree of  
25 permanent impairment from thirty-six (36) to fifty (50), three  
26 thousand one hundred eighty-six dollars (\$3,186) per degree; for  
27 each degree of permanent impairment above fifty (50), four  
28 thousand sixty dollars (\$4,060) per degree.

(5) With respect to disablements occurring on and after July 1, 2023, and before July 1, 2024, for each degree of permanent impairment from one (1) to ten (10), one thousand eight hundred three dollars (\$1,803) per degree; for each degree of permanent impairment from eleven (11) to thirty-five (35), two thousand eleven dollars (\$2,011) per degree; for each degree of permanent impairment from thirty-six (36) to fifty (50), three thousand two hundred eighty-two dollars (\$3,282) per degree; for each degree of permanent impairment above fifty (50), four thousand one hundred eighty-two dollars (\$4,182) per degree.

38 hundred eighty-two dollars (\$1,182) per degree.  
39 (6) With respect to disablements occurring on and after July 1,  
40 2024, and before July 1, 2025, for each degree of permanent  
41 impairment from one (1) to ten (10), one thousand eight hundred  
42 fifty-seven dollars (\$1,857) per degree; for each degree of



1 permanent impairment from eleven (11) to thirty-five (35), two  
2 thousand seventy-one dollars (\$2,071) per degree; for each degree  
3 of permanent impairment from thirty-six (36) to fifty (50), three  
4 thousand three hundred eighty dollars (\$3,380) per degree; for  
5 each degree of permanent impairment above fifty (50), four  
6 thousand three hundred seven dollars (\$4,307) per degree.

7 (7) With respect to disablements occurring on and after July 1,  
8 2025, and before July 1, 2026, for each degree of permanent  
9 impairment from one (1) to ten (10), one thousand nine hundred  
10 thirteen dollars (\$1,913) per degree; for each degree of permanent  
11 impairment from eleven (11) to thirty-five (35), two thousand one  
12 hundred thirty-three dollars (\$2,133) per degree; for each degree  
13 of permanent impairment from thirty-six (36) to fifty (50), three  
14 thousand four hundred eighty-one dollars (\$3,481) per degree; for  
15 each degree of permanent impairment above fifty (50), four  
16 thousand four hundred thirty-six dollars (\$4,436) per degree.

17 (8) With respect to disablements occurring on and after July 1,  
18 2026, **and before July 1, 2027**, for each degree of permanent  
19 impairment from one (1) to ten (10), **one thousand nine hundred**  
20 **seventy dollars (\$1,970) two thousand one hundred four**  
21 **dollars (\$2,104)** per degree; for each degree of permanent  
22 impairment from eleven (11) to thirty-five (35), **two thousand one**  
23 **hundred ninety-seven dollars (\$2,197) two thousand three**  
24 **hundred forty-six dollars (\$2,346)** per degree; for each degree  
25 of permanent impairment from thirty-six (36) to fifty (50), **three**  
26 **thousand five hundred eighty-five dollars (\$3,585) three**  
27 **thousand eight hundred twenty-nine dollars (\$3,829)** per  
28 degree; for each degree of permanent impairment above fifty (50),  
29 **four thousand five hundred sixty-nine dollars (\$4,569) four**  
30 **thousand eight hundred eighty dollars (\$4,880)** per degree.

31 (9) With respect to disablements occurring on and after July  
32 1, 2027, **and before July 1, 2028**, for each degree of permanent  
33 impairment from one (1) to ten (10), **two thousand two**  
34 **hundred thirty dollars (\$2,230)** per degree; for each degree of  
35 permanent impairment from eleven (11) to thirty-five (35),  
36 **two thousand four hundred eighty-seven dollars (\$2,487)** per  
37 degree; for each degree of permanent impairment from  
38 thirty-six (36) to fifty (50), **four thousand fifty-nine dollars**  
39 **(\$4,059)** per degree; for each degree of permanent  
40 impairment above fifty (50), **five thousand one hundred**  
41 **seventy-three dollars (\$5,173)** per degree.

42 (10) With respect to disablements occurring on and after July



1, 2028, and before July 1, 2029, for each degree of permanent impairment from one (1) to ten (10), two thousand three hundred nineteen dollars (\$2,319) per degree; for each degree of permanent impairment from eleven (11) to thirty-five (35), two thousand five hundred eighty-six dollars (\$2,586) per degree; for each degree of permanent impairment from thirty-six (36) to fifty (50), four thousand two hundred twenty-one dollars (\$4,221) per degree; for each degree of permanent impairment above fifty (50), five thousand three hundred eighty dollars (\$5,380) per degree.

(11) With respect to disablements occurring on and after July 1, 2029, and before July 1, 2030, for each degree of permanent impairment from one (1) to ten (10), two thousand four hundred twelve dollars (\$2,412) per degree; for each degree of permanent impairment from eleven (11) to thirty-five (35), two thousand six hundred eighty-nine dollars (\$2,689) per degree; for each degree of permanent impairment from thirty-six (36) to fifty (50), four thousand three hundred ninety dollars (\$4,390) per degree; for each degree of permanent impairment above fifty (50), five thousand five hundred ninety-five dollars (\$5,595) per degree.

(12) With respect to disablements occurring on and after July 1, 2030, and before July 1, 2031, for each degree of permanent impairment from one (1) to ten (10), two thousand five hundred eight dollars (\$2,508) per degree; for each degree of permanent impairment from eleven (11) to thirty-five (35), two thousand seven hundred ninety-seven dollars (\$2,797) per degree; for each degree of permanent impairment from thirty-six (36) to fifty (50), four thousand five hundred sixty-six dollars (\$4,566) per degree; for each degree of permanent impairment above fifty (50), five thousand eight hundred nineteen dollars (\$5,819) per degree.

(13) With respect to disablements occurring on and after July 1, 2031, for each degree of permanent impairment from one (1) to ten (10), two thousand six hundred eight dollars (\$2,608) per degree; for each degree of permanent impairment from eleven (11) to thirty-five (35), two thousand nine hundred nine dollars (\$2,909) per degree; for each degree of permanent impairment from thirty-six (36) to fifty (50), four thousand seven hundred forty-nine dollars (\$4,749) per degree; for each degree of permanent impairment above fifty (50), six thousand fifty-two dollars (\$6,052) per degree.



(k) The average weekly wages used in the determination of compensation for permanent partial impairment under subsections (i) and (j) shall not exceed the following:

- (1) With respect to disablements occurring on or after July 1, 2009, and before July 1, 2014, nine hundred seventy-five dollars (\$975).
- (2) With respect to disablements occurring on or after July 1, 2014, and before July 1, 2015, one thousand forty dollars (\$1,040).
- (3) With respect to disablements occurring on or after July 1, 2015, and before July 1, 2016, one thousand one hundred five dollars (\$1,105).
- (4) With respect to disablements occurring on or after July 1, 2016, and before July 1, 2023, one thousand one hundred seventy dollars (\$1,170).
- (5) With respect to disablements occurring on or after July 1, 2023, and before July 1, 2024, one thousand two hundred five dollars (\$1,205).
- (6) With respect to disablements occurring on or after July 1, 2024, and before July 1, 2025, one thousand two hundred forty-one dollars (\$1,241).
- (7) With respect to disablements occurring on or after July 1, 2025, and before July 1, 2026, one thousand two hundred seventy-eight dollars (\$1,278).
- (8) With respect to disablements occurring on or after July 1, 2026, **and before July 1, 2027, one thousand three hundred sixteen dollars (\$1,316) one thousand four hundred six dollars (\$1,406).**
- (9) **With respect to disablements occurring on or after July 1, 2027, and before July 1, 2028, one thousand four hundred ninety dollars (\$1,490).**
- (10) **With respect to disablements occurring on or after July 1, 2028, and before July 1, 2029, one thousand five hundred fifty dollars (\$1,550).**
- (11) **With respect to disablements occurring on or after July 1, 2029, and before July 1, 2030, one thousand six hundred twelve dollars (\$1,612).**
- (12) **With respect to disablements occurring on or after July 1, 2030, and before July 1, 2031, one thousand six hundred seventy-six dollars (\$1,676).**
- (13) **With respect to disablements occurring on or after July 1, 2031, one thousand seven hundred forty-three dollars**



1 (\$1,743).

(I) If any employee, only partially disabled, refuses employment suitable to the employee's capacity procured for the employee, the employee shall not be entitled to any compensation at any time during the continuance of such refusal unless, in the opinion of the worker's compensation board, such refusal was justifiable. The employee must be served with a notice setting forth the consequences of the refusal under this subsection. The notice must be in a form prescribed by the worker's compensation board.

(m) If an employee has sustained a permanent impairment or disability from an accidental injury other than an occupational disease in another employment than that in which the employee suffered a subsequent disability from an occupational disease, such as herein specified, the employee shall be entitled to compensation for the subsequent disability in the same amount as if the previous impairment or disability had not occurred. However, if the permanent impairment or disability resulting from an occupational disease for which compensation is claimed results only in the aggravation or increase of a previously sustained permanent impairment from an occupational disease or physical condition regardless of the source or cause of such previously sustained impairment from an occupational disease or physical condition, the board shall determine the extent of the previously sustained permanent impairment from an occupational disease or physical condition as well as the extent of the aggravation or increase resulting from the subsequent permanent impairment or disability, and shall award compensation only for that part of said occupational disease or physical condition resulting from the subsequent permanent impairment. An amputation of any part of the body or loss of any or all of the vision of one (1) or both eyes caused by an occupational disease shall be considered as a permanent impairment or physical condition.

42 (o) If an employee receives a permanent disability from an



1       occupational disease such as specified in subsection (i)(1), (i)(4), (i)(5),  
2       (i)(8), or (i)(9) after having sustained another such permanent disability  
3       in the same employment the employee shall be entitled to  
4       compensation for both such disabilities, but the total compensation  
5       shall be paid by extending the period and not by increasing the amount  
6       of weekly compensation and, when such previous and subsequent  
7       permanent disabilities, in combination result in total permanent  
8       disability or permanent total impairment, compensation shall be  
9       payable for such permanent total disability or impairment, but  
10      payments made for the previous disability or impairment shall be  
11      deducted from the total payment of compensation due.

12      (p) When an employee has been awarded or is entitled to an award  
13      of compensation for a definite period from an occupational disease  
14      wherein disablement occurs on and after April 1, 1963, and such  
15      employee dies from other causes than such occupational disease,  
16      payment of the unpaid balance of such compensation not exceeding  
17      three hundred fifty (350) weeks shall be paid to the employee's  
18      dependents of the second and third class as defined in sections 11  
19      through 14 of this chapter and compensation, not exceeding five  
20      hundred (500) weeks shall be made to the employee's dependents of the  
21      first class as defined in sections 11 through 14 of this chapter.

22      (q) Any payment made by the employer to the employee during the  
23      period of the employee's disability, or to the employee's dependents,  
24      which, by the terms of this chapter, was not due and payable when  
25      made, may, subject to the approval of the worker's compensation board,  
26      be deducted from the amount to be paid as compensation, but such  
27      deduction shall be made from the distal end of the period during which  
28      compensation must be paid, except in cases of temporary disability.

29      (r) When so provided in the compensation agreement or in the  
30      award of the worker's compensation board, compensation may be paid  
31      semimonthly, or monthly, instead of weekly.

32      (s) When the aggregate payments of compensation awarded by  
33      agreement or upon hearing to an employee or dependent under eighteen  
34      (18) years of age do not exceed one hundred dollars (\$100), the  
35      payment thereof may be made directly to such employee or dependent,  
36      except when the worker's compensation board shall order otherwise.

37      (t) Whenever the aggregate payments of compensation, due to any  
38      person under eighteen (18) years of age, exceed one hundred dollars  
39      (\$100), the payment thereof shall be made to a trustee, appointed by the  
40      circuit or superior court, or to a duly qualified guardian, or, upon the  
41      order of the worker's compensation board, to a parent or to such minor  
42      person. The payment of compensation, due to any person eighteen (18)



1 years of age or over, may be made directly to such person.

2 (u) If an employee, or a dependent, is mentally incompetent, or a  
 3 minor at the time when any right or privilege accrues to the employee  
 4 under this chapter, the employee's guardian or trustee may, in the  
 5 employee's behalf, claim and exercise such right and privilege.

6 (v) All compensation payments named and provided for in this  
 7 section, shall mean and be defined to be for only such occupational  
 8 diseases and disabilities therefrom as are proved by competent  
 9 evidence, of which there are or have been objective conditions or  
 10 symptoms proven, not within the physical or mental control of the  
 11 employee.

12 SECTION 7. IC 22-3-7-19, AS AMENDED BY P.L.160-2022,  
 13 SECTION 9, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 14 JULY 1, 2026]: Sec. 19. (a) In computing compensation for temporary  
 15 total disability, temporary partial disability, and total permanent  
 16 disability, the average weekly wages are considered to be:

17 (1) with respect to disablements occurring on and after July 1,  
 18 2009, and before July 1, 2014:

19 (A) not more than nine hundred seventy-five dollars (\$975);  
 20 and

21 (B) not less than seventy-five dollars (\$75);

22 (2) with respect to disablements occurring on and after July 1,  
 23 2014, and before July 1, 2015:

24 (A) not more than one thousand forty dollars (\$1,040); and  
 25 (B) not less than seventy-five dollars (\$75);

26 (3) with respect to disablements occurring on and after July 1,  
 27 2015, and before July 1, 2016:

28 (A) not more than one thousand one hundred five dollars  
 29 (\$1,105); and

30 (B) not less than seventy-five dollars (\$75);

31 (4) with respect to disablements occurring on and after July 1,  
 32 2016, and before July 1, 2023:

33 (A) not more than one thousand one hundred seventy dollars  
 34 (\$1,170); and

35 (B) not less than seventy-five dollars (\$75);

36 (5) with respect to disablements occurring on and after July 1,  
 37 2023, and before July 1, 2024:

38 (A) not more than one thousand two hundred five dollars  
 39 (\$1,205); and

40 (B) not less than seventy-five dollars (\$75);

41 (6) with respect to disablements occurring on and after July 1,  
 42 2024, and before July 1, 2025:



(A) not more than one thousand two hundred forty-one dollars (\$1,241); and  
(B) not less than seventy-five dollars (\$75);  
(7) with respect to disablements occurring on and after July 1, 2025, and before July 1, 2026:  
(A) not more than one thousand two hundred seventy-eight dollars (\$1,278); and  
(B) not less than seventy-five dollars (\$75); **and**  
(8) with respect to disablements occurring on and after July 1, 2026, **and before July 1, 2027:**  
(A) not more than ~~one thousand three hundred sixteen dollars (\$1,316)~~; **one thousand four hundred six dollars (\$1,406);** and  
(B) not less than seventy-five dollars (\$75);  
**(9) with respect to disablements occurring on and after July 1, 2027, and before July 1, 2028:**  
(A) **not more than one thousand four hundred ninety dollars (\$1,490);** and  
(B) not less than seventy-five dollars (\$75);  
**(10) with respect to disablements occurring on and after July 1, 2028, and before July 1, 2029:**  
(A) not more than one thousand five hundred fifty dollars (\$1,550); and  
(B) not less than seventy-five dollars (\$75);  
**(11) with respect to disablements occurring on and after July 1, 2029, and before July 1, 2030:**  
(A) not more than one thousand six hundred twelve dollars (\$1,612); and  
(B) not less than seventy-five dollars (\$75);  
**(12) with respect to disablements occurring on and after July 1, 2030, and before July 1, 2031:**  
(A) not more than one thousand six hundred seventy-six dollars (\$1,676); and  
(B) not less than seventy-five dollars (\$75); and  
**(13) with respect to disablements occurring on and after July 1, 2031:**  
(A) not more than one thousand seven hundred forty-three dollars (\$1,743); and  
(B) not less than seventy-five dollars (\$75).  
(b) The maximum compensation that shall be paid for occupational disease and the results of an occupational disease under this chapter or under any combination of the provisions of this chapter may not exceed



1       the following amounts in any case:

2       (1) With respect to disability or death occurring on and after July

3       1, 2009, and before July 1, 2014, three hundred twenty-five

4       thousand dollars (\$325,000).

5       (2) With respect to disability or death occurring on and after July

6       1, 2014, and before July 1, 2015, three hundred forty-seven

7       thousand dollars (\$347,000).

8       (3) With respect to disability or death occurring on and after July

9       1, 2015, and before July 1, 2016, three hundred sixty-eight

10       thousand dollars (\$368,000).

11       (4) With respect to disability or death occurring on and after July

12       1, 2016, and before July 1, 2023, three hundred ninety thousand

13       dollars (\$390,000).

14       (5) With respect to disability or death occurring on and after July

15       1, 2023, and before July 1, 2024, four hundred two thousand

16       dollars (\$402,000).

17       (6) With respect to disability or death occurring on and after July

18       1, 2024, and before July 1, 2025, four hundred fourteen thousand

19       dollars (\$414,000).

20       (7) With respect to disability or death occurring on and after July

21       1, 2025, and before July 1, 2026, four hundred twenty-six

22       thousand dollars (\$426,000).

23       (8) With respect to disability or death occurring on and after July

24       1, 2026, **and before July 1, 2027, four hundred thirty-nine**

25       thousand dollars (\$439,000). **four hundred sixty-eight thousand**

26       **dollars (\$468,000).**

27       (9) **With respect to disability or death occurring on and after**

28       **July 1, 2027, and before July 1, 2028, four hundred ninety-six**

29       **thousand dollars (\$496,000).**

30       (10) **With respect to disability or death occurring on and after**

31       **July 1, 2028, and before July 1, 2029, five hundred sixteen**

32       **thousand dollars (\$516,000).**

33       (11) **With respect to disability or death occurring on and after**

34       **July 1, 2029, and before July 1, 2030, five hundred**

35       **thirty-seven thousand dollars (\$537,000).**

36       (12) **With respect to disability or death occurring on and after**

37       **July 1, 2030, and before July 1, 2031, five hundred fifty-eight**

38       **thousand dollars (\$558,000).**

39       (13) **With respect to disability or death occurring on and after**

40       **July 1, 2031, five hundred eighty-one thousand dollars**

41       **(\$581,000).**

42       (c) For all disabilities occurring on and after July 1, 1985, "average



1        weekly wages" means the earnings of the injured employee during the  
2        period of fifty-two (52) weeks immediately preceding the disability  
3        divided by fifty-two (52). If the employee lost seven (7) or more  
4        calendar days during the period, although not in the same week, then  
5        the earnings for the remainder of the fifty-two (52) weeks shall be  
6        divided by the number of weeks and parts of weeks remaining after the  
7        time lost has been deducted. If employment before the date of disability  
8        extended over a period of less than fifty-two (52) weeks, the method of  
9        dividing the earnings during that period by the number of weeks and  
10       parts of weeks during which the employee earned wages shall be  
11       followed if results just and fair to both parties will be obtained. If by  
12       reason of the shortness of the time during which the employee has been  
13       in the employment of the employer or of the casual nature or terms of  
14       the employment it is impracticable to compute the average weekly  
15       wages for the employee, the employee's average weekly wages shall be  
16       considered to be the average weekly amount that, during the fifty-two  
17       (52) weeks before the date of disability, was being earned by a person  
18       in the same grade employed at the same work by the same employer or,  
19       if there is no person so employed, by a person in the same grade  
20       employed in that same class of employment in the same district.  
21       Whenever allowances of any character are made to an employee  
22       instead of wages or a specified part of the wage contract, they shall be  
23       considered a part of the employee's earnings.

24       (d) The provisions of this article may not be construed to result in  
25       an award of benefits in which the number of weeks paid or to be paid  
26       for temporary total disability, temporary partial disability, or permanent  
27       total disability benefits combined exceeds five hundred (500) weeks.  
28       This section shall not be construed to prevent a person from applying  
29       for an award under IC 22-3-3-13. However, in case of permanent total  
30       disability resulting from a disablement occurring on or after January 1,  
31       1998, the minimum total benefit shall not be less than seventy-five  
32       thousand dollars (\$75,000).

33       SECTION 8. IC 22-4-4-3, AS AMENDED BY P.L.122-2019,  
34       SECTION 10, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
35       JULY 1, 2026]: Sec. 3. (a) For calendar quarters beginning on and after  
36       July 1, 1997, and before July 1, 1998, "wage credits" means  
37       remuneration paid for employment by an employer to an individual and  
38       remuneration received as tips or gratuities in accordance with Sections  
39       3102 and 3301 et seq. of the Internal Revenue Code. Wage credits may  
40       not exceed five thousand four hundred dollars (\$5,400) and may not  
41       include payments specified in section 2 of this chapter.

42       (b) For calendar quarters beginning on and after July 1, 1998, and



1 before July 1, 1999, "wage credits" means remuneration paid for  
2 employment by an employer to an individual and remuneration  
3 received as tips or gratuities in accordance with Sections 3102 and  
4 3301 et seq. of the Internal Revenue Code. Wage credits may not  
5 exceed five thousand six hundred dollars (\$5,600) and may not include  
6 payments that are excluded from the definition of wages under section  
7 2 of this chapter.

8 (c) For calendar quarters beginning on and after July 1, 1999, and  
9 before July 1, 2000, "wage credits" means remuneration paid for  
10 employment by an employer to an individual and remuneration  
11 received as tips or gratuities in accordance with Sections 3102 and  
12 3301 et seq. of the Internal Revenue Code. Wage credits may not  
13 exceed five thousand eight hundred dollars (\$5,800) and may not include  
14 payments that are excluded from the definition of wages under  
15 section 2 of this chapter.

16 (d) For calendar quarters beginning on and after July 1, 2000, and  
17 before July 1, 2001, "wage credits" means remuneration paid for  
18 employment by an employer to an individual and remuneration  
19 received as tips or gratuities in accordance with Sections 3102 and  
20 3301 et seq. of the Internal Revenue Code. Wage credits may not  
21 exceed six thousand seven hundred dollars (\$6,700) and may not include  
22 payments that are excluded from the definition of wages under  
23 section 2 of this chapter.

24 (e) For calendar quarters beginning on and after July 1, 2001, and  
25 before July 1, 2002, "wage credits" means remuneration paid for  
26 employment by an employer to an individual and remuneration  
27 received as tips or gratuities in accordance with Sections 3102 and  
28 3301 et seq. of the Internal Revenue Code. Wage credits may not  
29 exceed seven thousand three hundred dollars (\$7,300) and may not include  
30 payments that are excluded from the definition of wages under  
31 section 2 of this chapter.

32 (f) For calendar quarters beginning on and after July 1, 2002, and  
33 before July 1, 2003, "wage credits" means remuneration paid for  
34 employment by an employer to an individual and remuneration  
35 received as tips or gratuities in accordance with Sections 3102 and  
36 3301 et seq. of the Internal Revenue Code. Wage credits may not  
37 exceed seven thousand nine hundred dollars (\$7,900) and may not include  
38 payments that are excluded from the definition of wages under  
39 section 2 of this chapter.

40 (g) For calendar quarters beginning on and after July 1, 2003, and  
41 before July 1, 2004, "wage credits" means remuneration paid for  
42 employment by an employer to an individual and remuneration



1 received as tips or gratuities in accordance with Sections 3102 and  
 2 3301 et seq. of the Internal Revenue Code. Wage credits may not  
 3 exceed eight thousand two hundred sixteen dollars (\$8,216) and may  
 4 not include payments that are excluded from the definition of wages  
 5 under section 2 of this chapter.

6 (h) For calendar quarters beginning on and after July 1, 2004, and  
 7 before July 1, 2005, "wage credits" means remuneration paid for  
 8 employment by an employer to an individual and remuneration  
 9 received as tips or gratuities in accordance with Sections 3102 and  
 10 3301 et seq. of the Internal Revenue Code. Wage credits may not  
 11 exceed eight thousand seven hundred thirty-three dollars (\$8,733) and  
 12 may not include payments that are excluded from the definition of  
 13 wages under section 2 of this chapter.

14 (i) For calendar quarters beginning on and after July 1, 2005, and  
 15 before July 1, 2012, "wage credits" means remuneration paid for  
 16 employment by an employer to an individual and remuneration  
 17 received as tips or gratuities in accordance with Sections 3102 and  
 18 3301 et seq. of the Internal Revenue Code. Wage credits may not  
 19 exceed nine thousand two hundred fifty dollars (\$9,250) and may not  
 20 include payments that are excluded from the definition of wages under  
 21 section 2 of this chapter.

22 (j) For calendar quarters beginning on and after July 1, 2012, **and**  
 23 **before July 1, 2026**, "wage credits" means remuneration paid for  
 24 employment by an employer to an individual and remuneration  
 25 received as tips or gratuities in accordance with Sections 3102 and  
 26 3301 et seq. of the Internal Revenue Code. Wage credits may not  
 27 include payments that are excluded from the definition of wages under  
 28 section 2 of this chapter.

29 (k) **For calendar quarters beginning after June 30, 2026, "wage**  
 30 **credits" means remuneration paid for employment by an employer**  
 31 **to an individual and remuneration received as tips or gratuities in**  
 32 **accordance with Sections 3102 and 3301 et seq. of the Internal**  
 33 **Revenue Code. Wage credits may not exceed twelve thousand three**  
 34 **hundred fifty dollars (\$12,350) and may not include payments that**  
 35 **are excluded from the definition of wages under section 2 of this**  
 36 **chapter.**

37 SECTION 9. IC 22-4-12-2, AS AMENDED BY P.L.2-2011,  
 38 SECTION 11, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 39 JULY 1, 2026]: Sec. 2. (a) With respect to initial claims filed for any  
 40 week beginning on and after July 1, 1997, and before July 1, 2012,  
 41 each eligible individual who is totally unemployed (as defined in  
 42 IC 22-4-3-1) in any week in the individual's benefit period shall be paid



1 for the week, if properly claimed, benefits at the rate of:

2 (1) five percent (5%) of the first two thousand dollars (\$2,000) of

3 the individual's wage credits in the calendar quarter during the

4 individual's base period in which the wage credits were highest;

5 and

6 (2) four percent (4%) of the individual's remaining wage credits

7 in the calendar quarter during the individual's base period in

8 which the wage credits were highest.

9 (a) For purposes of this section, "prior average weekly wage"

10 means the result of:

11 (1) the individual's total wage credits during the individual's

12 base period; divided by

13 (2) fifty-two (52).

14 (b) With respect to initial claims filed for any week beginning on

15 and after July 1, 2012, **and before July 1, 2026**, each eligible

16 individual who is totally unemployed (as defined in IC 22-4-3-1) in any

17 week in the individual's benefit period shall be paid for the week, if

18 properly claimed, an amount equal to forty-seven percent (47%) of the

19 individual's prior average weekly wage, rounded (if not already a

20 multiple of one dollar (\$1)) to the next lower dollar. However, the

21 maximum weekly benefit amount may not exceed three hundred ninety

22 dollars (\$390).

23 (c) For purposes of this section, "prior average weekly wage" means

24 the result of:

25 (1) the individual's total wage credits during the individual's base

26 period; divided by

27 (2) fifty-two (52).

28 (c) With respect to initial claims filed for any week beginning

29 after June 30, 2026, each eligible individual who is totally

30 unemployed (as defined in IC 22-4-3-1) in any week in the

31 individual's benefit period shall be paid for the week, if properly

32 claimed, benefits at the rate of:

33 (1) five percent (5%) of the first two thousand dollars (\$2,000)

34 of the individual's wage credits in the calendar quarter during

35 the individual's base period in which the wage credits were

36 highest; and

37 (2) four percent (4%) of the individual's remaining wage

38 credits in the calendar quarter during the individual's base

39 period in which the wage credits were highest.

40 (d) Except as provided in section 2.5 of this chapter, an

41 individual's weekly benefit amount may not exceed five hundred

42 fourteen dollars (\$514).



1 SECTION 10. IC 22-4-12-2.5 IS ADDED TO THE INDIANA  
2 CODE AS A NEW SECTION TO READ AS FOLLOWS  
3 [EFFECTIVE JULY 1, 2026]: Sec. 2.5. (a) This section applies to  
4 initial claims filed for any week beginning after June 30, 2026.

5 (b) For purposes of this section, "dependent":

6 (1) means:

7 (A) a lawful husband or wife who is unemployed and  
8 currently ineligible for Indiana benefits because of  
9 insufficient base period wages;

10 (B) a natural child;

11 (C) an adopted child;

12 (D) a stepchild of the claimant, if the stepchild is not  
13 receiving temporary assistance to needy families; or

14 (E) a child placed in the claimant's home for adoption by  
15 an authorized placement agency or a court of law, if the  
16 child:

17 (i) is less than eighteen (18) years of age; and

18 (ii) has received more than one-half (1/2) the cost of  
19 support from the claimant during the past ninety (90)  
20 days (or for the duration of the relationship, if less)  
21 immediately preceding the claimant's benefit year  
22 beginning date; and

23 (2) includes the following:

24 (A) A person with a disability at least eighteen (18) years  
25 of age who is a child of the claimant and who received  
26 more than one-half (1/2) the cost of the person's support  
27 from the claimant during the ninety (90) day period  
28 immediately preceding the claimant's benefit year  
29 beginning date.

30 (B) A child for whom the claimant is the court appointed  
31 legal guardian.

32 (c) For purposes of subsection (b)(2):

33 (1) "child" includes:

34 (A) a natural child;

35 (B) an adopted child;

36 (C) a stepchild of the claimant, if the stepchild is not  
37 receiving temporary assistance to needy families; or

38 (D) a child placed in the claimant's home for adoption by  
39 an authorized placement agency or a court of law; and

40 (2) "person with a disability" means an individual who by  
41 reason of physical or mental defect or infirmity, whether:

42 (A) congenital; or



