

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2025

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S.B. 703  
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SENATE BILL DRS45321-LR-83A

Short Title: Update 1987 Rates/Organs and Disfigurement. (Public)

Sponsors: Senators Britt, B. Newton, and Daniel (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT AMENDING THE WORKERS' COMPENSATION ACT TO INCREASE CERTAIN  
3 BENEFITS UNDER THE SCHEDULE OF INJURIES AND TO PROVIDE FOR  
4 AUTOMATIC BENEFIT ADJUSTMENTS BASED UPON INCREASES IN THE  
5 CONSUMER PRICE INDEX.

6 The General Assembly of North Carolina enacts:

7 **SECTION 1.** Effective July 1, 2026, G.S. 97-29 reads as rewritten:

8 "**§ 97-29. Rates and duration of compensation for total incapacity.**

9 (a) When an employee qualifies for total disability, the employer shall pay or cause to be  
10 paid, as hereinafter provided by subsections (b) through (d) of this section, to the injured  
11 employee a weekly compensation equal to sixty-six and two-thirds percent (66 2/3%) of his  
12 average weekly wages, but not more than the amount established annually to be effective January  
13 1 as provided herein, nor less than ~~thirty dollars (\$30.00)~~ fifty dollars (\$50.00) per week.  
14 Beginning July 1, 2026, and annually thereafter, the North Carolina Industrial Commission shall  
15 raise the maximum compensation herein in accordance with the percentage change in the June  
16 Consumer Price Index computed by the Bureau of Labor Statistics and the June Consumer Price  
17 Index for the prior year, provided that this percentage change is positive. The adjustment shall  
18 be rounded to the nearest dollar (\$1.00)."

19 **SECTION 2.** Effective July 1, 2026, G.S. 97-31 reads as rewritten:

20 "**§ 97-31. Schedule of injuries; rate and period of compensation.**

21 In cases included by the following schedule the compensation in each case shall be paid for  
22 disability during the healing period and in addition the disability shall be deemed to continue for  
23 the period specified, and shall be in lieu of all other compensation, including disfigurement, to  
24 wit:

25 ...

- 26 (21) In case of serious facial or head disfigurement, the Industrial Commission  
27 shall award proper and equitable compensation not to exceed ~~twenty thousand~~  
28 ~~dollars (\$20,000).~~ Fifty-six thousand dollars (\$56,000). In case of enucleation  
29 where an artificial eye cannot be fitted and used, the Industrial Commission  
30 may award compensation as for serious facial disfigurement. Beginning July  
31 1, 2026, and annually thereafter, the North Carolina Industrial Commission  
32 shall raise the maximum compensation herein in accordance with the  
33 percentage change in the June Consumer Price Index computed by the Bureau  
34 of Labor Statistics and the June Consumer Price Index for the prior year,  
35 provided that this percentage change is positive. The adjustment shall be  
36 rounded to the nearest dollar (\$1.00).



1 (22) In case of serious bodily disfigurement for which no compensation is payable  
2 under any other subdivision of this section, but excluding the disfigurement  
3 resulting from permanent loss or permanent partial loss of use of any member  
4 of the body for which compensation is fixed in the schedule contained in this  
5 section, the Industrial Commission may award proper and equitable  
6 compensation not to exceed ~~ten thousand dollars (\$10,000)~~twenty-eight  
7 thousand dollars (\$28,000). Beginning July 1, 2026, and annually thereafter,  
8 the North Carolina Industrial Commission shall raise the maximum  
9 compensation herein in accordance with the percentage change in the June  
10 Consumer Price Index computed by the Bureau of Labor Statistics and the  
11 June Consumer Price Index for the prior year, provided that this percentage  
12 change is positive. The adjustment shall be rounded to the nearest dollar  
13 (\$1.00).

14 (24) In case of the loss of or permanent injury to any important external or internal  
15 organ or part of the body for which no compensation is payable under any  
16 other subdivision of this section, the Industrial Commission may award proper  
17 and equitable compensation not to exceed ~~twenty thousand dollars~~  
18 ~~(\$20,000)~~fifty-six thousand dollars (\$56,000). Beginning July 1, 2026, and  
19 annually thereafter, the North Carolina Industrial Commission shall raise the  
20 maximum compensation herein in accordance with the percentage change in  
21 the June Consumer Price Index computed by the Bureau of Labor Statistics  
22 and the June Consumer Price Index for the prior year, provided that this  
23 percentage change is positive. The adjustment shall be rounded to the nearest  
24 dollar (\$1.00)."

25 **SECTION 3.** Except as otherwise provided, this act is effective when it becomes

26 law.