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March 10, 2000

## CIRCULAR LETTER TO ALL MEMBER COMPANIES

## Re: Workers Compensation Insurance <br> Item B-1361-Basic Manual Updates of Selected Rules and References

The Bureau has adopted and the North Carolina Commissioner of Insurance has approved proposed changes in the Basic Manual to enhance selected rules and references.

The attached Filing Memorandum describes the changes which have been approved to become effective April 1, 2000, applicable to new and renewal business only.

Very truly yours,

Jerry G. Hamrick
Workers Compensation Manager

JGH:dg
Enclosure

C-00-3

## FILING MEMORANDUM

The purpose of this filing is to enhance selected Basic Manual rules and references.

BACKGROUND
NCCl's Business Classification and Rating Services department conducts ongoing research on the various components of the workers compensation classification and rating system. One object of this research is to enable NCCI's publications to contain the most current information available to assist in the underwriting of workers compensation insurance. Listed below are proposed updates to certain current Basic Manual rules and interpretations that modernize these items to meet today's business needs.

## Item I:

Currently, references regarding the assignment of store classifications based on the gross sales and the type of merchandise sold are located in NCCI's Scopes Manual. Prior to the 1996 Basic Manual edition, these references were found in the Underwriting Guide section of the 1980 edition of the Basic Manual. It has been recommended that NCCI place this material in the Basic Manual to indicate the proper application of store classifications based on principal gross receipts and further define the difference between retail versus wholesale stores. It has also been suggested that to provide assistance to Basic Manual users in the application of farm classifications, the referenced farm rule be removed from the classification pages of the Basic Manual and added to the rule section.

## Item II:

Questions have been raised concerning the classification codes that are subject to Basic Manual rules involving the following industries: construction/erection, farming, and stores/dealers. Currently, manual rules govern whether more than one classification can be assigned to the job site or location of these industries. In this item, NCCI proposes to specifically identify codes applicable to each of these industries by placing indicators next to each code in the classification pages. This change will permit Basic Manual users to easily reference construction/erection, farm, and store/dealer classification codes to the special rules that apply to them.

## Item III:

The reference to the premium gradation amounts contained in Basic Manual Rule VII.E. is no longer appropriate in many cases. This is due to several factors such as changes in some states from administrative rating to competitive rating, changes in various states in the premium amounts required for discounts, as well as, carriers independently filing their own discount tables. In summation, no one premium discount schedule is currently being universally followed; therefore, the purpose of this item is to revise Basic Manual Rule VII.E. and omit references to specific gradation amounts.

## Item IV:

Appendix B of the Basic Manual contains 10 different premium discount tables. In loss costs states, carriers file to use one of these tables or may file to adopt one of their own tables. While it is not unusual for different states to have different premium
discount tables, traditionally the tables have carried the same gradation amounts (e.g. First $\$ 5,000 . /$ next $\$ 95,000$. etc.). Currently, premium discount tables are often based on different gradation amounts.

## ITEM B-1361—BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

Appendix C of the Basic Manual contains 4 examples of premium discount calculations involving policies covering in multiple states with different premium discount tables. Two of the examples in this appendix also involve risks where one of the states is written under a retrospective rating plan. None of the examples address the situation involving a policy covering in multiple states where the states have premium discount tables with different premium gradations. Some requests have been received from customers for information regarding the proper methodology for making these calculations. Presently no examples or specific instructions are documented in NCCI manuals. The suggestion has been made that it would be desirable to provide such an example as there appears to be some degree of confusion as to the proper method for calculating premium discount under these circumstances.

## Item V:

Basic Manual Rule VI.E.9.-Minimum Premium-Multiple State Policies states that if a policy provides workers compensation insurance in more than one state, the minimum premium to be charged for the policy shall be the single highest of the individual state's minimum premiums. This rule however, does not specify which state's minimum premium applies to a policy when two or more states covered under the policy have the same highest minimum premium amount. It also does not specify that the single highest of the individual state's minimum premium applies even if that state is on an "if any" basis.

Rule VI.D.7.-Expense Constant-Multiple States also provides that the highest expense constant shall be charged even if the state is on an "if any" basis. This rule further states that if two or more states have the same highest expense constant, the expense constant shall be reported for the highest state with the largest amount of premium. Although the intent is for minimum premiums to apply in the same way as expense constants, the rule on minimum premiums does not specifically provide for the situations where the state may be on an "if any" basis and/or two or more states have the same highest minimum premium amount. Amending Rule VI.E.9. will clarify the treatment of minimum premiums when there is a multi-state policy.

## Item VI:

Basic Manual Rule VI.E.6. currently does not address the treatment of the minimum premium charged for increased limits when a policy is canceled. NCCI's former workers compensation insurance Premium Audit Reference Book indicated that "in the event a policy is canceled midterm, the minimum premium for Additional Medical Coverage or for increased limits for Employers Liability coverage shall be treated the same as a classification minimum premium." Adding this reference to the Basic Manual rules will document current cancelation procedures.

## Item VII:

Basic Manual Rule VI.E.6.-Minimum Premium—Adjustment Upon Audit indicates that "if the final earned premium is less than the minimum premium determined upon audit, that minimum premium shall be charged. For canceled policies, refer to Rule X." At first, it appears that there is an exception to Rule VI.E.6. for any type of canceled policies, however, this is only true for pro rated cancelations and not for short rated cancelations. Basic Manual Rule X.D.-Premium Determination-Cancelation by the Insured, Except When Retiring from Business provides the rule for a canceled policy that includes a short rate penalty. Within this rule, it indicates that "the total premium for the canceled policy shall not be less than the minimum premium." It has been suggested that NCCI should amend Rule X.D. to clarify that if the final earned premium is less than the minimum premium applicable to the policy, that minimum premium shall be charged.

## Item VIII:

The example indicated in Rule X.D.8. displays the application of the experience rating modification prior to the application of the short rate percentage. This contradicts the rules sequence found in Rule

## ITEM B-1361—BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

X.D. as Rule X.D. designates the short rate percentage prior to the application of the experience rating
modification. Further, according to the Workers Compensation Statistical Plan manual, the short rate penalty is subject to experience rating and therefore, precedes any experience modification factor.

Also, the example referenced in Rule X.D.8. calculates a short rate premium using a policy term originally written for 250 days. Presently, there is no example of a policy originally written for a one-year period. Further, Rule X.D.8. currently references Appendix D for an alternative method of short rate computation. This alternative method utilizes a short rate factor rather than a short rate percentage. The discontinued Premium Audit Reference Book provided an example of a short rate calculation using a short rate factor. NCCI has been asked to provide additional short rate calculation examples utilizing a short rate factor and policies that run full term ( 365 days). This will clarify the two methods of calculating a short rate premium.

## Item IX:

Interpretations regarding the application of various state and federal laws pertaining to coverage issues are not within the jurisdiction of NCCI. It is felt that such advice should be referred, but not limited, to legal counsel, carriers, or agents of the insured. NCCI is frequently asked for such information. Presently there is no reference found in the Basic Manual that explains NCCI's position on such matters. It has been determined that a reference explaining NCCI's position on such advice would be advisable.

PROPOSAL

It is proposed that the Basic Manual rules and references indicated in the attached exhibits be modified or added as indicated.

It is further proposed that these changes become effective 12:01 a.m., April 1, 2000, applicable to new and renewal business only.

This item should have no impact on current premium levels, but will facilitate and document the proper application of Basic Manual rules and references.

## IMPLEMENTATION

The attached exhibit outlines the changes necessary in the Basic Manual for Workers Compensation and Employers Liability Insurance.

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## ITEM B-1361—BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

## EXHIBIT I (page 1 of 4)

## BASIC MANUAL

## Rule IV—Classifications

D. Assignment of Classifications

## 8. Construction or Erection Operations

Each distinct type of construction or erection operation at a job or location shall be assigned to the classification that specifically describes such operation provided separate payroll records are maintained for each operation. For purposes of classification, construction or erection classifications are identified in Part Two- Classifications by _immediately following the code number.

Any such operation for which separate payroll records are not maintained shall be assigned to the highest rated classification that applies to the job or location where the operation is performed.

A separate construction or erection classification shall not be assigned to any operation that is within the scope of another classification assigned to such a job or location.

## a. Contracting Construction or Erection Classifications-Insured Subcontractors

(1) A subcontractor who performs a single type of work on a construction project or job shall be classified on the basis of the classification describing the particular type of work involved.

## Example of D.8.a.

The insured subcontractor who performs only excavation work in connection with the construction of a sewer would be classified under Excavation, Code 6217, rather than Sewer Construction, Code 6306.
(2) All operations in conjunction with
concrete construction
including making and
erecting forms, placing reinforcing steel and stripping forms, when done by subcontractors, shall be assigned to the appropriate concrete construction classification.

## b. Contraeting-Construction or Erection Classifications-Uninsured Subcontractors

Uninsured subcontractors, covered under the principal contractor's policy, are classified on the basis of the classifications that would apply if the work were performed by the

## Example of D.8.b.

The uninsured subcontractor who performs only excavation work but is covered under the policy of the principal contractor who is performing the construction of a sewer would be classified under Sewer Construction, Code 6306.
principal's own
employees.

## ITEM B-1361—BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

EXHIBIT I (page 2 of 4)

## Farm Operations

10. 

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For assignment of elassifieations for farm operation, refer to Part Two-Classification: Farm.
For the purpose of the application of workers compensation farm classifications, a farm is defined as any parcel(s) of land used for the purpose of agriculture, horticulture, viticulture, dairying, or stock or poultry raising as a business or commercial venture. A division of payroll may be allowed for each separate and distinct type of commercial farm operation as described by farm classifications, provided that separate records of payroll are maintained. In the event that the payroll records do not reveal clearly an accurate segregation of payroll applicable to farm classifications,
the entire payroll for the farm must be segregated on the basis of proportionate acreages. Each farm classification includes all employees, other than inside domestic workers, including drivers, and all normal repair and maintenance of buildings or equipment performed by the employees of the insured. Such activities as the maintenance of cows, hogs, or chickens for family use; a family orchard or truck garden; and hay or grain crop raised for the purpose of maintaining work animals on the farm must be considered usual and incidental to the operation of any type of farm.

Classifications for which this rule is applicable are identified in Part Two- Classifications by immediately following the code number.

## Mercantile Businesses

11. 

For the purpose of the application of workers compensation mercantile classifications, a mercantile business is defined as any store or dealer engaged in the sale of goods or merchandise or in the sale of services. For mercantile businesses steh as stores or deale rs, the classification is determined separately for each location.

The assignment of a classification to a store is based upon the principal type of merchandise sold, and whether the operations are wholesale or retail. The following definitions and instructions are to be observed in determining the appropriate store classification:

1. Type of Merchandise Sold: If a store sells several types of merchandise, each of which may be subject to a different classification, such a store shall be assigned on the basis of the principal category of the merchandise sold. The term "principal" means more than $50 \%$ of the gross receipts.
2. Wholesale vs. Retail: Retail applies to the sale of merchandise to the general public for personal or household consumption or use and not for resale. Wholesale applies to the sale of merchandise for resale to others; or to the sale to manufacturers, builders, contractors, or others for use in their business, or as raw materials. A store that sells merchandise on a
combined wholesale and retail basis shall be assigned to the appropriate store classification depending upon whether the gross receipts are principally from wholesale or retail sales. The term "gross receipts" means gross receipts less receipts derived from the sale of lottery tickets. The term principally means more than $50 \%$ of the gross receipts.

EXCEPTION: If it is determined that a store's sales are clearly retail in nature, the appropriate retail store classification may be assigned regardless of the above definition of retail. Examples of this type of situation would be stores selling artwork or art supplies in a shopping mall when the majority of sales are to artists who use the materials in their business or artwork purchased by businesses. In these cases, the stores would clearly be classified as retail except for the ultimate use or purchaser of the products.

Classifications for which this rule is applicable are identified in Part Two- Classifications by immediately following the code number.

## ITEM B-1361—BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

EXHIBIT I (page 4 of 4)

## BASIC MANUAL

## CLASSIFICATIONS

## PART TWO

| For the purpese of the applieation of workers compensation farmelassifieations, a |  |
| :---: | :---: |
| - | farm is defined as any pareel(s) of land used for the purpose of agriculture, hortieulture, |

viticulture, dairying, or stock or poultry raising as a business or commereial venture. A division of payroll may be allowed for each separate and distinet type of commereial farm operation as deseribed by farm classifications, provided that separate records of payroll are maintained. In the event that the payroll records do not reveal clearly an accurate segregation of payroll applicable to farm classifications, the entire payroll for the farm must be segregated on the basis of proportionate acreages. Each farm classifieation includes all employees, other than inside domestic workers, ineluding drivers, and all normal repair and maintenance of buildings or equipment performed by the employees of the insured. Stuch activities as the maintenance of cows, hogs, or chickens for family use; a family orehard or truck garden; and hay or grain crop raised for the purpose of maintaining work animats on the farm must be considered usual and incidental to the eperation of any type of farm.

## ITEM B-1361- BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

## EXHIBIT II (page 1 of 4)

## CLASSIFICATION SAMPLE PAGE

Installation \& drivers. Applies to automatic sprinklers.

Staff or plaster mixing \& drivers. No crushing or grinding. Shall not be assigned to a risk
engaged in operations described by another classification unless the operations subject to Code 4036 are conducted as a separate and distinct business.

Starch Mfg<br>State employees NOC. See Municipal.<br>Stationery Mfg. Mfg. of metal rings, posts, screws, separators, or fittings to be separately rated. Shall not be assigned to a risk engaged in operations described by another classification unless the operations subject to Code 4251 are conducted as a separate and distinct business.

## Steam

Heating or power co.-all employees \& drivers. all employees \& drivers. Includes store employees and meter readers. Construction of buildings tobe separately rated.

Mains or connections construction \& drivers. Mains or connections construction \& drivers. Includes tunneling at street crossings when not performed under air pressure. All other tunneling to be separately rated as Code 6251 or 6260.

Code 7539—Steam heating or power company shall not be assigned at the
same job or location to which Code 6319 applies.
Pipe or boiler insulating \& drivers. Includes shop. Applies to the application of cork or other nonconducting materials.
Shovel, dredge, or construction machinery mfg. NOC
Steam or Air Pressure gauge mfg.
Steamship line or agency- port employees
Superintendents, captains, engineers, stewards or their assistants, pay clerks

Talliers, checking clerks, and employees engaged in mending or repacking of
damaged containers:

Coverage under U.S. Act

Coverage under State Act only
Steel mfg., fabrication, or erection. See Iron or steel

## Steel or Iron

Merchant \& drivers. Not applicable to junk dealers or iron or steel scrap dealers. Scrap dealer \& drivers. Wrecking or salvaging to be separately rated. Shall not be assigned to a risk engaged in operations described by another classification unless the operations subject to Code 8265 are conducted as a separate and distinct business. 8265

## ITEM B-1361- BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

## EXHIBIT II (page 2 of 4)

National Classification Codes Impacted





## ITEM B-1361— BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

## EXHIBIT II (page 3 of 4)

State Special Classification Codes Impacted

| State | Class Code | Type | State | Class Code | Type |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama |  |  | Hawaii |  |  |
|  | 8027 | mercantile |  | 0019 | farm |
|  | 8295 | mercantile |  | 0178 | farm |
|  | 8353 | mercantile |  | 9554 | construction |
|  | 9553 | construction | Idaho |  |  |
|  |  |  |  | - | farm |


| Alaska |  |  |  | 0124 |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | 5509 | construction |  | 9554 | construction |
|  | 5516 | construction | Illinois |  |  |
|  | 9529 | construction |  | 5539 | construction |
| Arizona |  |  |  | 8014 | mercantile |
|  | 0006 | farm |  | 9553 | onstruction |
|  | 0017 | farm | Louisiana |  |  |
|  | 5537 | construction |  | 0030 | farm |
|  | 8353 | mercantile |  | 8295 | mercantile |
|  | 9553 | construction |  | 8353 | mercantile |
| Arkansas |  |  |  | 8754 | mercantile |
|  | 8295 | mercantile |  | 9530 | construction |
| Colorado |  |  | Maine |  |  |
|  | 5537 | construction |  | 8024 | mercantile |
|  | 6257 | construction | Maryland |  |  |
|  | 8027 | mercantile |  | 8027 | mercantile |



|  | 8274 | farm | New Mexico |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | 8353 | mercantile |  | 8027 | mercantile |
| Georgia |  |  |  | 8236 | mercantile |
|  | 8061 | mercantile | North Carolina |  |  |
|  | 8295 | mercantile |  | 7529 | construction |
|  | 9529 | construction |  | 8236 | mercantile |
|  | 9553 | construction |  |  |  |

## ITEM B-1361—BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

## EXHIBIT II (page 4 of 4)

State Special Classification Codes Impacted

| State | Class Code | Type |
| :---: | :---: | :---: |
| Oklahoma |  |  |
|  | 5611 | construction |
|  | 6215 | construction |
|  | 8034 | mercantile |
|  |  |  |




ITEM B-1361—BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

## EXHIBIT III

## BASIC MANUAL

## RULE VII—Premium Discount

## Determination of Premium Discount

E.

If a policy develops total standard premium in excess of $\$ 5,000$ the threshold amount for premium discount authorized by the insurance regulatory authority for use by the carrier, the standard premium is subject to premium discount as follows:


## EXHIBIT V

## BASIC MANUAL

## EXHIBIT VI

## BASIC MANUAL

## E. Minimum Premium

## 6. Adjustment Upon Audit

The minimum premium is subject to final adjustment and shall be determined upon audit only on the basis of those classifications developing premium. If the final earned premium is less than the minimum premium determined upon audit, that minimum premium shall be charged. If no classification develops premium, the premium charged shall be the minimum premium of Code 8810. For canceled policies, refer to Rule $X$. In the event a policy is canceled midterm, the minimum premium for increased limits for Employers Liability and Federal coverages shall be treated the same as a classification minimum premium.

## ITEM B-1361—BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

## EXHIBIT VII

## BASIC MANUAL

## RULE X-Cancelation

| D. | Premium Determination-Cancelation by the Insured, Except When Retiring from <br> Business <br> The premium for the canceled policy shall be based on the Short Rate Cancelation Table in this <br> rule and computed as follows: |
| :--- | :--- | :--- |
|  | Actual Payroll |



## ITEM B-1361—BASIC MANUAL UPDATES OF SELECTED RULES AND REFERENCES

## EXHIBIT VIII (page 1 of 2)

## 8. 9. Example of a Short Rate Cancelation

Note: The amounts shown in the following example are for illustration purposes only:

## a. Policy Originally Written For Less Than a One-Year Period

A policy originally written for 250 days and in effect for 185 days develops actual payroll of $\$ 300,000$, manual rate of $\$ 5.00$, minimum premium of $\$ 385$, experience modification of .90 and with expense constant of $\$ 160200$.

1. Payroll extended for full policy term $=\$ 300,000 \times 250 / 185=\$ 405,405$.
2. Full policy term premium before experience rating $=(\$ 405,405 / \underline{100}) \times \$ 5.00=\$ 20,270$.
3. Extended number of days $=185 / 250 \times 365=270$.
4. Short rate percentage for 270 days $=80 \%$. Refer to Rule X.E.
5. Short rate premium $=\$ 20,270 \times .80=\$ 16,216$.
6. Full poliey termShort rate modified premium $=\$ 16,216 \times .90=\$ 14,594$.
7. Less premium discount (first $\$ 5,000, @ 0 \%$, next $\$ 9,594 @ 9.5 \%$ ) = $\$ 911$.
$\$ 14,594-\$ 911=\$ 13,683$.
8. Short rate portion of expense constant $=\$ 200 \mathrm{x} .80=\$ 160$.
9. Total premium for canceled policy $=\$ 13,683+\$ 160=\$ 13,843$.
10. Minimum premium $=\$ 385$. Not applicable to this policy.

## EXHIBIT VIII (page 2 of 2)

## b. Policy Originally Written For a One-Year Period

A policy originally written for 365 days and in effect for 185 days develops actual payroll of $\$ 55,500$, manual rate of $\$ 2.00$, minimum premium of $\$ 750$, experience modification of .95 and with expense constant of \$200.

1. Payroll extended for full policy term $=\$ 55,500 \times 365 / 185=\$ 109,500$.
2. Full policy term premium before experience rating $=(\$ 109,500 / 100) \times \$ 2.00=\$ 2,190$.
3. For a 365 day policy, extended \# of days = \# of days policy in effect $=185$.
4. Short rate percentage for 185 days $=61 \%$. Refer to Rule X.E.
$\underline{\text { 5. Short rate premium }=\$ 2,190 \times .61=\$ 1,336 .}$
$\underline{\text { 6. Short rate modified premium }=\$ 1,336 \times .95=\$ 1,269 .}$
5. Less premium discount (first $\$ 5,000, @ 0 \%$ ) = \$0.
6. Short rate portion of expense constant $=\$ 200 \times .61=\$ 122$.
$\underline{\text { 9. } \text { Total premium for canceled policy }=\$ 1,269+\$ 122=\$ 1,391 .}$
7. Minimum premium $=\$ 750$. Not applicable to this policy.

## c. Policy Originally Written For a One-Year Period Using a Short Rate Factor

Refer to Appendix D for an alternative method of short rate computation for policies originally written for a one-year period.

A policy originally written for 365 days and in effect for 185 days develops actual payroll of $\$ 55,500$, manual rate of $\$ 2.00$, minimum premium of $\$ 750$, experience modification of .95 and with expense constant of \$200.
$\underline{\text { 1. Actual } \text { premium }=\$ 55,500 / 100 \times \$ 2.00=\$ 1,110}$
$\underline{\text { 2. Short rate factor for } 185 \text { days (See Short Rate Table in Appendix D) }=}$
$\underline{1.2035-1.00=.2035}$
3. Short rate charge $=(1) \times(2)=\$ 1,110 \times .2035=\$ 226$.
$\underline{4 .}$ Short rate manual premium $=(1)+(3)=\$ 1,110+\$ 226=\$ 1,336$
5. Short rate modified premium $=\$ 1,336 \times .95=\$ 1,269$
6. Less premium discount (first \$5,000, @ $0 \%$ ) = \$0.
7. Short rate portion of the expense constant $=$ Pro rata portion of expense constant + short rate factor applied to pro rata portion of expense constant $=[(\$ 200 / 365 \times 185)+((\$ 200 / 365 \times 185) \times .2035)]=$ $\$ 122$
8. Total premium for canceled policy $=\$ 1,269+\$ 122=\$ 1,391$
9. Minimum premium $=\$ 750$. Not applicable to this policy.

Assigned Risk Exception: Compute the premium as provided in B. above when an assigned risk policy is being canceled because the insured has replaced coverage through the voluntary market.

## EXHIBIT IX

## BASIC MANUAL


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