

U. S. Department of Labor

Office of Workers' Compensation Programs
Division of Longshore and
Harbor Workers' Compensation
200 Constitution Avenue, Room C-4319
Washington, DC 20210



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: July 8, 2015
Expiration Date: July 8, 2017
Waiver Type: General
Country: American Samoa

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Requesting Agency

A waiver has been requested by the Department of Defense.

C. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section D below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

D. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits must not cease if the employee is repatriated. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

E. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section D and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections D and E.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

F. Separability and Termination

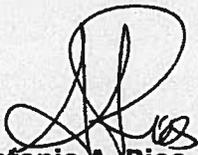
If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

G. Previous Waivers

All previous Waivers granted with respect to of the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

H. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **two years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation

U. S. Department of Labor

Office of Workers' Compensation Programs
Division of Longshore and
Harbor Workers' Compensation
200 Constitution Avenue, Room C-4319
Washington, DC 20210



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: October 27, 2015
Expiration Date: October 27, 2017
Waiver Type: General
Country: Australia
Waiver Number: 2015-02

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **two years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: November 3, 2015
Expiration Date: November 3, 2017
Waiver Type: General
Country: Belgium
Waiver Number: 2015-03

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **two years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: November 3, 2015
Expiration Date: November 3, 2017
Waiver Type: General
Country: France
Waiver Number: 2015-04

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **two years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: November 3, 2015
Expiration Date: November 3, 2017
Waiver Type: General
Country: Germany
Waiver Number: 2015-05

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **two years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: April 1, 2016
Expiration Date: April 1, 2019
Waiver Type: General
Country: Greenland
Waiver Number: 2016-1

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **three years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation

U.S. Department of Labor

Employment Standards Administration
Office of Workers' Compensation Programs
Washington, D.C. 20210

ABILD.10



File Number:

April 14, 1982

Mr. Lawrence J. Korb
Assistant Secretary of Defense
Manpower, Reserve Affairs & Logistics
Department of Defense
Washington, D.C. 20301

Dear Mr. Korb:

Pursuant to your letter of January 11, 1982, to Deputy Under Secretary Robert B. Collyer with respect to Defense Base Act coverage in the Territory of Guam and his reply today:

A blanket waiver of Defense Base Act coverage, as it applies to all Department of Defense contracts in the Territory of Guam, is hereby approved. This waiver applies to all classes of employees, including U.S. Citizens.

Sincerely,

RALPH M. HARTMAN
Director, Office of
Workers' Compensation Programs

cc: EC (official)
EC (white) ✓
ECL
Mr. Condron
Mr. Perez ✓
RF

ECL:JPERBZ:mj:4/5/82

EC:REWRITTEN:RMHartman:ncl 4/14/82

*Plo. returns to
Room C4315*

ABILDSON

MAY 28 1951

Honorable Paul M. Calvo
Governor, Territory of Guam
Agaña, Guam 96910

Dear Governor Calvo:

Thank you for your letter of May 18, 1951, requesting a blanket waiver of the Defense Base Act as it applies to all public works projects in the Territory of Guam.

A blanket waiver of Defense Base Act coverage, as it applies to all public works projects in the Territory of Guam, is hereby approved. This waiver applies to all classes of employees, including U.S. Citizens.

If I may be of further assistance to you, please do not hesitate to contact me.

Sincerely,

RALPH H. HARTMAN
Director, Office of
Workers' Compensation Programs

cc: EC (official)
EC (white)
ECL. ~~_____~~
Mr. Korb, Assistant Secretary of Defense
RA William C. Buhl
ARA Gerald T. Cullen
DC Edward F. Ducey Mr. Condron Mr. Fiorini
Mr. Perez ✓ Reading
ECL: JPEREZ:mjt: 5/27/52



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: June 21, 2016
Expiration Date: June 21, 2019
Waiver Type: General
Country: India
Waiver Number: 2016-6

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **three years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: April 22, 2016
Expiration Date: April 22, 2019
Waiver Type: General
Country: Israel
Waiver Number: 2016-04

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **three years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: November 3, 2015
Expiration Date: November 3, 2017
Waiver Type: General
Country: Italy
Waiver Number: 2015-06

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **two years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: April 1, 2016
Expiration Date: April 1, 2019
Waiver Type: General
Country: Japan
Waiver Number: 2016-2

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **three years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



U.S. Department of Labor
Office of Workers' Compensation

Date: December 11, 2013

WAIVER NUMBER: 2014-11

WAIVER
Issued Under Section 1(e) of the
DEFENSE BASE ACT

The Defense Base Act, codified at 42 U.S.C. 1651 et seq, permits the Secretary of Labor, in the exercise of his/her discretion, upon the recommendation of the head of any department or agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

A. **Requesting Agency**

A waiver has been requested by the Department of Defense, Other Agencies have joined in the request for this geographic waiver.

B. **Scope of Waiver**

This waiver of the Defense Base Act applies to

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States ;
4. Work to be performed at any location in **The Republic of Kazakhstan**;
5. Work which would have otherwise been covered by the Defense Base Act,

C. **Classification of Employees**

All employees covered under compulsory workers' compensation laws of **The Republic of Kazakhstan**.

D. **Conditions of Waiver**

1. **This Waiver does not apply** to any employees who:
 - a. Are citizens of the United States of America; or,
 - b. Are lawful residents of the United States of America; or,
 - c. Were hired in the United States of America.

2. **This waiver covers** only those employees that are covered under the laws of **The Republic of Kazakhstan** relating to Compulsory Employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C. and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. **Separability and Termination**

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver, all rights or obligations under it shall continue for all injuries, disease, or death arising prior to that date.

F. **Previous Waivers**

All previous Waivers granted with respect to **The Republic of Kazakhstan** are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver and Effective Date

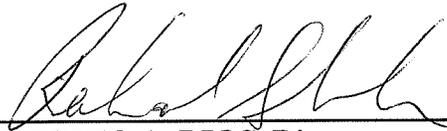
Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to

- All United States Government Agencies

with respect to work performed in **The Republic of Kazakhstan** , and subject to the conditions listed above, for a period of one calendar year unless earlier modified, terminated, suspended, or revoked.

This waiver is effective January 1, 2014 and expires on December 31, 2015.

**Issued by the Office of Workers' Compensation Programs
U.S. Department of Labor, Washington, D.C.**



**ANTONIO A. RIOS, Director
Division of Longshore and Harbor Workers' Compensation**



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: November 3, 2015
Expiration Date: November 3, 2017
Waiver Type: General
Country: Netherlands
Waiver Number: 2015-07

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

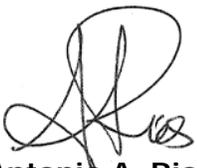
If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **two years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



U.S. Department of Labor
Office of Workers' Compensation

Date: December 11, 2013

WAIVER NUMBER: 2014-09

WAIVER
Issued Under Section 1(e) of the
DEFENSE BASE ACT

The Defense Base Act, codified at 42 U.S.C. 1651 et seq, permits the Secretary of Labor, in the exercise of his/her discretion, upon the recommendation of the head of any department or agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

A. **Requesting Agency**

A waiver has been requested by the Department of Defense, Other Agencies have joined in the request for this geographic waiver.

B. **Scope of Waiver**

This waiver of the Defense Base Act applies to

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States ;
4. Work to be performed at any location in **The Russian Federation**;
5. Work which would have otherwise been covered by the Defense Base Act,

C. **Classification of Employees**

All employees covered under compulsory workers' compensation laws of **The Russian Federation**.

D. **Conditions of Waiver**

1. **This Waiver does not apply** to any employees who:
 - a. Are citizens of the United States of America; or,
 - b. Are lawful residents of the United States of America; or,
 - c. Were hired in the United States of America.

2. **This waiver covers** only those employees that are covered under the laws of **The Russian Federation** relating to Compulsory Employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C. and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. **Separability and Termination**

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver, all rights or obligations under it shall continue for all injuries, disease, or death arising prior to that date.

F. **Previous Waivers**

All previous Waivers granted with respect to **The Russian Federation** are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver and Effective Date

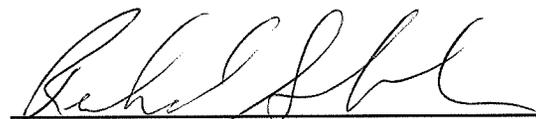
Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to

- All United States Government Agencies

with respect to work performed in **The Russian Federation** , and subject to the conditions listed above, for a period of one calendar year unless earlier modified, terminated, suspended, or revoked.

This waiver is effective January 1, 2014 and expires on December 31, 2015.

**Issued by the Office of Workers' Compensation Programs
U.S. Department of Labor, Washington, D.C.**



**ANTONIO A. RIOS, Director
Division of Longshore and Harbor Workers' Compensation**

U. S. Department of Labor

Office of Workers' Compensation Programs
Division of Longshore and
Harbor Workers' Compensation
200 Constitution Avenue, Room C-4319
Washington, DC 20210



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: April 1, 2016
Expiration Date: April 1, 2019
Waiver Type: General
Country: South Korea
Waiver Number: 2016-3

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **three years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: November 3, 2015
Expiration Date: November 3, 2017
Waiver Type: General
Country: Spain
Waiver Number: 2015-08

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **two years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: November 3, 2015
Expiration Date: November 3, 2017
Waiver Type: General
Country: Switzerland
Waiver Number: 2015-09

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **two years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: April 22, 2016
Expiration Date: April 22, 2019
Waiver Type: General
Country: Turkey
Waiver Number: 2016-5

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **three years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation



U.S. Department of Labor
Office of Workers' Compensation

Date: December 11, 2013

WAIVER NUMBER: 2014-10

WAIVER
Issued Under Section 1(e) of the
DEFENSE BASE ACT

The Defense Base Act, codified at 42 U.S.C. 1651 et seq, permits the Secretary of Labor, in the exercise of his/her discretion, upon the recommendation of the head of any department or agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

A. **Requesting Agency**

A waiver has been requested by the Department of Defense, Other Agencies have joined in the request for this geographic waiver.

B. **Scope of Waiver**

This waiver of the Defense Base Act applies to

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States ;
4. Work to be performed at any location in **The Republic of Uzbekistan**;
5. Work which would have otherwise been covered by the Defense Base Act,

C. **Classification of Employees**

All employees covered under compulsory workers' compensation laws of **The Republic of Uzbekistan**.

D. **Conditions of Waiver**

1. **This Waiver does not apply** to any employees who:
 - a. Are citizens of the United States of America; or,
 - b. Are lawful residents of the United States of America; or,
 - c. Were hired in the United States of America.

2. **This waiver covers** only those employees that are covered under the laws of **The Republic of Uzbekistan** relating to Compulsory Employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C. and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. **Separability and Termination**

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver, all rights or obligations under it shall continue for all injuries, disease, or death arising prior to that date.

F. **Previous Waivers**

All previous Waivers granted with respect to **The Republic of Uzbekistan** are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver and Effective Date

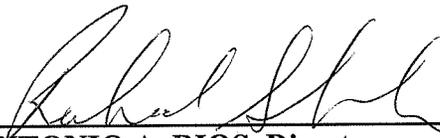
Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to

- All United States Government Agencies

with respect to work performed in **The Republic of Uzbekistan** , and subject to the conditions listed above, for a period of one calendar year unless earlier modified, terminated, suspended, or revoked.

This waiver is effective January 1, 2014 and expires on December 31, 2015.

**Issued by the Office of Workers' Compensation Programs
U.S. Department of Labor, Washington, D.C.**



**ANTONIO A. RIOS, Director
Division of Longshore and Harbor Workers' Compensation**



WAIVER ISSUED UNDER SECTION 1651(e) OF THE DEFENSE BASE ACT

Issue Date: August 9, 2016
Expiration Date: August 9, 2019
Waiver Type: General
Country: Vietnam
Waiver Number: 2016-7

A. Authority

The Defense Base Act, codified at 42 U.S.C. 1651(e), permits the Secretary of Labor, in the exercise of his discretion, upon the recommendation of the head of any department or other agency of the United States, to waive the application of the Defense Base Act with respect to any contract, subcontract or subordinate contract, work location under such contracts, or classification of employees.

B. Scope of Waiver

This waiver of the Defense Base Act applies to:

1. The classification of employees set forth in Section C below
2. All contracts, subcontracts or subordinate contracts;
3. All agencies of the United States;
4. Work to be performed at any location within the country specified above;
5. Work which would have otherwise been covered by the Defense Base Act.

C. Classification of Employees

All employees covered under "COMPULSORY WORKERS' COMPENSATION LAWS" of the country specified above.

The term "COMPULSORY WORKERS' COMPENSATION LAWS" means laws which provide at least for compulsory payment by an employer of compensation and medical benefits for an accidental injury (including occupational disease and death), arising out of or in the course of employment, to employees or their survivors without payment for or contribution to the cost of the insurance or benefits by the employee and without reduction for the employee's fault. The benefits for such injuries may not exclude any cause, including but not limited to injury or death resulting from war, hostilities, terrorist acts, or nuclear, biological, chemical or radiological exposure or contamination.

If third country nationals (non-citizens of the country named above) are hired, the benefits must not cease if the employee is repatriated.

D. Conditions of Waiver

1. This Waiver **does not apply** to any employee who:
 - a) Is a citizen of the United States of America; or,
 - b) Is a lawful resident of the United States of America; or,
 - c) Was hired in the United States of America.

2. This waiver covers only those employees who are covered under the laws of the country specified above relating to compulsory employer provided accidental injuries, illnesses and deaths as identified in Section C and where the employer is in full conformance in all respects with all requirements and regulations of those laws at the time of any injury, illness, or death.
3. This waiver excludes employers otherwise covered by the Defense Base Act, with respect only to the classification of employees specified in Sections C and D.2 above, from all rights and obligations under the Longshore and Harbor Workers' Compensation Act, as extended by the Defense Base Act, and in particular from:
 - a. The exclusive liability provision under 42 U.S.C. 1651(c);
 - b. The obligation to secure payment of compensation under 33 U.S.C. 932(a)(1);
 - c. The penalties for failure to secure such payment under 33 U.S.C. 938(a);
 - d. The penalties for failure to report claims under 33 U.S.C. 930(a); and,
 - e. The provisions of 33 U.S.C. 905(a).
4. For any employees for whom the applicability of the Defense Base Act has been waived, the employer is responsible for providing for those employees the same protection as that provided by the War Hazards Compensation Act (42 U.S.C. 1701, et seq) except that the level of such benefits shall conform to any law or international agreement controlling the benefits to which those employees may be entitled.

E. Separability and Termination

If the applicability of this Waiver to any employer or employee is held to be invalid, the applicability to other employers or employees shall not be affected thereby. On expiration, modification, termination, suspension or revocation of this waiver all rights or obligations incurred under it shall continue for all injuries arising prior to that date.

F. Previous Waivers

All previous Waivers granted with respect to the country specified above are hereby revoked and superseded by this Waiver. Any rights which may have accrued under previous waivers are covered under this Waiver.

G. Grant of Waiver

Pursuant to the authority granted to the Secretary of Labor under 42 U.S.C. 1651(e), waiver of the application of the Defense Base Act is hereby granted to **All United States Government Agencies** with respect to work performed in the country specified above, and subject to the conditions listed above, for a period of **three years** unless modified, terminated, suspended, or revoked earlier than that date.



Antonio A. Rios
Director, Division of
Longshore and Harbor Workers' Compensation