





P.L. 2024, CHAPTER 55, *approved August 22, 2024*  
Senate, No. 2822

1 AN ACT concerning contingency fees in workers' compensation  
2 matters and amending R.S.34:15-64.

3  
4 **BE IT ENACTED** by the Senate and General Assembly of the State  
5 of New Jersey:

6  
7 1. R.S.34:15-64 is amended to read as follows:

8 34:15-64. a. The commissioner, director and the judges of  
9 compensation may make such rules and regulations for the conduct  
10 of the hearing not inconsistent with the provisions of this chapter as  
11 may, in the commissioner's judgment, be necessary. The official  
12 conducting any hearing under this chapter may allow to the party in  
13 whose favor judgment is entered, costs of witness fees and a  
14 reasonable attorney fee, not exceeding **[20%]** 25 percent of the  
15 judgment; and a reasonable fee not exceeding \$400 for any one  
16 witness, except that the following fees may be allowed for a  
17 medical witness:

18 (1) (a) A fee of not more than \$1,000 paid to an evaluating  
19 physician for an opinion regarding the need for medical treatment  
20 or for an estimation of permanent disability, if the physician  
21 provides the opinion or estimation in a written report; and

22 (b) An additional fee of not more than \$400 paid to the  
23 evaluating physician who makes a court appearance to give  
24 testimony; or

25 (2) (a) A fee of not more than \$450 paid to a treating physician  
26 for the preparation and submission of a report including the entire  
27 record of treatment, medical history, opinions regarding diagnosis,  
28 prognosis, causal relationships between the treated condition and  
29 the claim, the claimant's ability to return to work with or without  
30 restrictions, what, if any, restrictions are appropriate, and the  
31 anticipated date of return to work, and any recommendations for  
32 further treatment; and

33 (b) (i) An additional fee of not more than \$300 per hour, with the  
34 total amount not to exceed \$2,500, paid to the treating physician  
35 who gives testimony concerning causal relationship, ability to work  
36 or the need for treatment; or

37 (ii) An additional fee of not more than \$300 per hour, with the  
38 total amount not to exceed \$1,500, paid to the treating physician  
39 who gives a deposition concerning causal relationship, ability to  
40 work or the need for treatment.

**EXPLANATION** – Matter enclosed in bold-faced brackets **[thus]** in the above bill is  
not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1       b. (1) No fee for an evaluating physician pursuant to this section  
2 shall be contingent on whether a judgment or award is or is not  
3 made in favor of the petitioner.

4       (2) No evaluating or treating physician shall charge any fee for a  
5 report, testimony or deposition in excess of the amount permitted  
6 pursuant to the provisions of this section.

7       (3) A psychologist, nurse practitioner, or licensed clinical social  
8 worker who provides psychological treatment may be paid a fee, as  
9 permitted in accordance with the provisions of this section, for a  
10 report or testimony concerning that provider's course of treatment  
11 of the injured worker in that provider's role as a provider of  
12 treatment.

13       c. A fee shall be allowed at the discretion of the judge of  
14 compensation when, in the official's judgment, the services of an  
15 attorney and medical witnesses are necessary for the proper  
16 presentation of the case. In determining a reasonable fee for  
17 medical witnesses, the official shall consider (1) the time,  
18 personnel, and other cost factors required to conduct the  
19 examination; (2) the extent, adequacy and completeness of the  
20 medical evaluation; (3) the objective measurement of bodily  
21 function and the avoidance of the use of subjective complaints; and  
22 (4) the necessity of a court appearance of the medical witness.  
23 When, however, at a reasonable time, prior to any hearing  
24 compensation has been offered and the amount then due has been  
25 tendered in good faith or paid within 26 weeks from the date of the  
26 notification to the employer of an accident or an occupational  
27 disease or the employee's final active medical treatment or within  
28 26 weeks after the employee's return to work whichever is later or  
29 within 26 weeks after employer's notification of the employee's  
30 death, the reasonable allowance for an attorney fee shall be based  
31 upon the amount of compensation, theretofore offered, tendered in  
32 good faith or paid after the establishment of an attorney-client  
33 relationship pursuant to a written agreement, and the amount of the  
34 judgment or award in excess of the amount of compensation,  
35 theretofore offered. When the amount of the judgment is less than  
36 \$200, an attorney fee may be allowed not in excess of \$50.

37       d. All counsel fees of claimants' attorneys for services  
38 performed in matters before the Division of Workers'  
39 Compensation, whether or not allowed as part of a judgment, shall  
40 be first approved by the judge of compensation before payment.  
41 Whenever a judgment or award is made in favor of a petitioner, the  
42 judges of compensation or referees of formal hearings shall direct  
43 amounts to be deducted for the petitioner's expenses and to be paid  
44 directly to the persons entitled to the same, the remainder to be paid  
45 directly to the petitioner.

46 (cf: P.L.2023, c.114, s.1)

1       2. This act shall take effect immediately and shall apply to all  
2 claims pending on or after the date of enactment.

3

4

5

STATEMENT

6

7       This bill revises the workers' compensation law to increase the  
8 cap in contingency fee matters from 20 percent to 25 percent.  
9 Attorneys for injured workers are often compensated on a  
10 contingency fee basis, and the original cap of 20 percent does not  
11 take into account additional duties that workers' compensation  
12 attorneys are required to handle since the cap's establishment.

13

14

15

16

17       Revises workers' compensation law to increase contingency  
18 attorney fee cap in contingency case from 20 percent to 25 percent.

## CHAPTER 55

AN ACT concerning contingency fees in workers' compensation matters and amending R.S.34:15-64.

**BE IT ENACTED** by the Senate and General Assembly of the State of New Jersey:

1. R.S.34:15-64 is amended to read as follows:

Rules, regulations, fees for witnesses, attorneys.

34:15-64. a. The commissioner, director and the judges of compensation may make such rules and regulations for the conduct of the hearing not inconsistent with the provisions of this chapter as may, in the commissioner's judgment, be necessary. The official conducting any hearing under this chapter may allow to the party in whose favor judgment is entered, costs of witness fees and a reasonable attorney fee, not exceeding 25 percent of the judgment; and a reasonable fee not exceeding \$400 for any one witness, except that the following fees may be allowed for a medical witness:

(1) (a) A fee of not more than \$1,000 paid to an evaluating physician for an opinion regarding the need for medical treatment or for an estimation of permanent disability, if the physician provides the opinion or estimation in a written report; and

(b) An additional fee of not more than \$400 paid to the evaluating physician who makes a court appearance to give testimony; or

(2) (a) A fee of not more than \$450 paid to a treating physician for the preparation and submission of a report including the entire record of treatment, medical history, opinions regarding diagnosis, prognosis, causal relationships between the treated condition and the claim, the claimant's ability to return to work with or without restrictions, what, if any, restrictions are appropriate, and the anticipated date of return to work, and any recommendations for further treatment; and

(b) (i) An additional fee of not more than \$300 per hour, with the total amount not to exceed \$2,500, paid to the treating physician who gives testimony concerning causal relationship, ability to work or the need for treatment; or

(ii) An additional fee of not more than \$300 per hour, with the total amount not to exceed \$1,500, paid to the treating physician who gives a deposition concerning causal relationship, ability to work or the need for treatment.

b. (1) No fee for an evaluating physician pursuant to this section shall be contingent on whether a judgment or award is or is not made in favor of the petitioner.

(2) No evaluating or treating physician shall charge any fee for a report, testimony or deposition in excess of the amount permitted pursuant to the provisions of this section.

(3) A psychologist, nurse practitioner, or licensed clinical social worker who provides psychological treatment may be paid a fee, as permitted in accordance with the provisions of this section, for a report or testimony concerning that provider's course of treatment of the injured worker in that provider's role as a provider of treatment.

c. A fee shall be allowed at the discretion of the judge of compensation when, in the official's judgment, the services of an attorney and medical witnesses are necessary for the proper presentation of the case. In determining a reasonable fee for medical witnesses, the official shall consider (1) the time, personnel, and other cost factors required to conduct the examination; (2) the extent, adequacy and completeness of the medical evaluation; (3) the objective measurement of bodily function and the avoidance of the use of subjective complaints; and (4) the necessity of a court appearance of the medical witness. When, however, at a reasonable time, prior to any hearing compensation has been offered and the

amount then due has been tendered in good faith or paid within 26 weeks from the date of the notification to the employer of an accident or an occupational disease or the employee's final active medical treatment or within 26 weeks after the employee's return to work whichever is later or within 26 weeks after employer's notification of the employee's death, the reasonable allowance for an attorney fee shall be based upon the amount of compensation, theretofore offered, tendered in good faith or paid after the establishment of an attorney-client relationship pursuant to a written agreement, and the amount of the judgment or award in excess of the amount of compensation, theretofore offered. When the amount of the judgment is less than \$200, an attorney fee may be allowed not in excess of \$50.

d. All counsel fees of claimants' attorneys for services performed in matters before the Division of Workers' Compensation, whether or not allowed as part of a judgment, shall be first approved by the judge of compensation before payment. Whenever a judgment or award is made in favor of a petitioner, the judges of compensation or referees of formal hearings shall direct amounts to be deducted for the petitioner's expenses and to be paid directly to the persons entitled to the same, the remainder to be paid directly to the petitioner.

2. This act shall take effect immediately and shall apply to all claims pending on or after the date of enactment.

Approved August 22, 2024.

**SENATE, No. 2822**

**STATE OF NEW JERSEY**  
**221st LEGISLATURE**

INTRODUCED FEBRUARY 27, 2024

**Sponsored by:**

**Senator JOSEPH A. LAGANA**

**District 38 (Bergen)**

**Assemblyman ANTHONY S. VERRELLI**

**District 15 (Hunterdon and Mercer)**

**Assemblyman ROBERT J. KARABINCHAK**

**District 18 (Middlesex)**

**Co-Sponsored by:**

**Assemblywomen Hall, Peterpaul, Reynolds-Jackson and Speight**

**SYNOPSIS**

Revises workers' compensation law to increase contingency attorney fee cap in contingency case from 20 percent to 25 percent.

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 6/28/2024)**

1 AN ACT concerning contingency fees in workers' compensation  
2 matters and amending R.S.34:15-64.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State  
5 of New Jersey:

6

7 1. R.S.34:15-64 is amended to read as follows:

8 34:15-64. a. The commissioner, director and the judges of  
9 compensation may make such rules and regulations for the conduct  
10 of the hearing not inconsistent with the provisions of this chapter as  
11 may, in the commissioner's judgment, be necessary. The official  
12 conducting any hearing under this chapter may allow to the party in  
13 whose favor judgment is entered, costs of witness fees and a  
14 reasonable attorney fee, not exceeding **[20%]** 25 percent of the  
15 judgment; and a reasonable fee not exceeding \$400 for any one  
16 witness, except that the following fees may be allowed for a  
17 medical witness:

18 (1) (a) A fee of not more than \$1,000 paid to an evaluating  
19 physician for an opinion regarding the need for medical treatment  
20 or for an estimation of permanent disability, if the physician  
21 provides the opinion or estimation in a written report; and

22 (b) An additional fee of not more than \$400 paid to the  
23 evaluating physician who makes a court appearance to give  
24 testimony; or

25 (2) (a) A fee of not more than \$450 paid to a treating physician  
26 for the preparation and submission of a report including the entire  
27 record of treatment, medical history, opinions regarding diagnosis,  
28 prognosis, causal relationships between the treated condition and  
29 the claim, the claimant's ability to return to work with or without  
30 restrictions, what, if any, restrictions are appropriate, and the  
31 anticipated date of return to work, and any recommendations for  
32 further treatment; and

33 (b) (i) An additional fee of not more than \$300 per hour, with the  
34 total amount not to exceed \$2,500, paid to the treating physician  
35 who gives testimony concerning causal relationship, ability to work  
36 or the need for treatment; or

37 (ii) An additional fee of not more than \$300 per hour, with the  
38 total amount not to exceed \$1,500, paid to the treating physician  
39 who gives a deposition concerning causal relationship, ability to  
40 work or the need for treatment.

41 b. (1) No fee for an evaluating physician pursuant to this section  
42 shall be contingent on whether a judgment or award is or is not  
43 made in favor of the petitioner.

**EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.**

**Matter underlined thus is new matter.**

1 (2) No evaluating or treating physician shall charge any fee for a  
2 report, testimony or deposition in excess of the amount permitted  
3 pursuant to the provisions of this section.

4 (3) A psychologist, nurse practitioner, or licensed clinical social  
5 worker who provides psychological treatment may be paid a fee, as  
6 permitted in accordance with the provisions of this section, for a  
7 report or testimony concerning that provider's course of treatment  
8 of the injured worker in that provider's role as a provider of  
9 treatment.

10 c. A fee shall be allowed at the discretion of the judge of  
11 compensation when, in the official's judgment, the services of an  
12 attorney and medical witnesses are necessary for the proper  
13 presentation of the case. In determining a reasonable fee for  
14 medical witnesses, the official shall consider (1) the time,  
15 personnel, and other cost factors required to conduct the  
16 examination; (2) the extent, adequacy and completeness of the  
17 medical evaluation; (3) the objective measurement of bodily  
18 function and the avoidance of the use of subjective complaints; and  
19 (4) the necessity of a court appearance of the medical witness.  
20 When, however, at a reasonable time, prior to any hearing  
21 compensation has been offered and the amount then due has been  
22 tendered in good faith or paid within 26 weeks from the date of the  
23 notification to the employer of an accident or an occupational  
24 disease or the employee's final active medical treatment or within  
25 26 weeks after the employee's return to work whichever is later or  
26 within 26 weeks after employer's notification of the employee's  
27 death, the reasonable allowance for an attorney fee shall be based  
28 upon the amount of compensation, theretofore offered, tendered in  
29 good faith or paid after the establishment of an attorney-client  
30 relationship pursuant to a written agreement, and the amount of the  
31 judgment or award in excess of the amount of compensation,  
32 theretofore offered. When the amount of the judgment is less than  
33 \$200, an attorney fee may be allowed not in excess of \$50.

34 d. All counsel fees of claimants' attorneys for services  
35 performed in matters before the Division of Workers'  
36 Compensation, whether or not allowed as part of a judgment, shall  
37 be first approved by the judge of compensation before payment.  
38 Whenever a judgment or award is made in favor of a petitioner, the  
39 judges of compensation or referees of formal hearings shall direct  
40 amounts to be deducted for the petitioner's expenses and to be paid  
41 directly to the persons entitled to the same, the remainder to be paid  
42 directly to the petitioner.

43 (cf: P.L.2023, c.114, s.1)

44

45 2. This act shall take effect immediately and shall apply to all  
46 claims pending on or after the date of enactment.

1  
2  
3  
4  
5  
6  
7  
8

STATEMENT

This bill revises the workers' compensation law to increase the cap in contingency fee matters from 20 percent to 25 percent. Attorneys for injured workers are often compensated on a contingency fee basis, and the original cap of 20 percent does not take into account additional duties that workers' compensation attorneys are required to handle since the cap's establishment.

ASSEMBLY LABOR COMMITTEE

STATEMENT TO

**SENATE, No. 2822**

**STATE OF NEW JERSEY**

DATED: MAY 16, 2024

The Assembly Labor Committee reports favorably Senate Bill No. 2822.

This bill revises the workers' compensation law to increase the cap in contingency fee matters from 20 percent to 25 percent. Attorneys for injured workers are often compensated on a contingency fee basis, and the original cap of 20 percent does not take into account additional duties that workers' compensation attorneys have been required to handle since the cap's establishment.

As reported, this bill is identical to Assembly Bill No. 3986 of the 2024-2025 session.

SENATE LABOR COMMITTEE

STATEMENT TO

**SENATE, No. 2822**

**STATE OF NEW JERSEY**

DATED: MARCH 14, 2024

The Senate Labor Committee reports favorably Senate Bill No. 2822.

This bill revises the workers' compensation law to increase the cap in contingency fee matters from 20 percent to 25 percent. Attorneys for injured workers are often compensated on a contingency fee basis, and the original cap of 20 percent does not take into account additional duties that workers' compensation attorneys have been required to handle since the cap's establishment.

**ASSEMBLY, No. 3986**

---

**STATE OF NEW JERSEY**

**221st LEGISLATURE**

---

INTRODUCED MARCH 7, 2024

**Sponsored by:**

**Assemblyman ANTHONY S. VERRELLI**

**District 15 (Hunterdon and Mercer)**

**Assemblyman ROBERT J. KARABINCHAK**

**District 18 (Middlesex)**

**Co-Sponsored by:**

**Assemblywomen Hall, Peterpaul, Reynolds-Jackson and Speight**

**SYNOPSIS**

Revises workers' compensation law to increase contingency attorney fee cap in contingency case from 20 percent to 25 percent.

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 6/28/2024)**

1 AN ACT concerning contingency fees in workers' compensation  
2 matters and amending R.S.34:15-64.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State  
5 of New Jersey:

6

7 1. R.S.34:15-64 is amended to read as follows:

8 34:15-64. a. The commissioner, director and the judges of  
9 compensation may make such rules and regulations for the conduct  
10 of the hearing not inconsistent with the provisions of this chapter as  
11 may, in the commissioner's judgment, be necessary. The official  
12 conducting any hearing under this chapter may allow to the party in  
13 whose favor judgment is entered, costs of witness fees and a  
14 reasonable attorney fee, not exceeding **[20%]** 25 percent of the  
15 judgment; and a reasonable fee not exceeding \$400 for any one  
16 witness, except that the following fees may be allowed for a  
17 medical witness:

18 (1) (a) A fee of not more than \$1,000 paid to an evaluating  
19 physician for an opinion regarding the need for medical treatment  
20 or for an estimation of permanent disability, if the physician  
21 provides the opinion or estimation in a written report; and

22 (b) An additional fee of not more than \$400 paid to the  
23 evaluating physician who makes a court appearance to give  
24 testimony; or

25 (2) (a) A fee of not more than \$450 paid to a treating physician  
26 for the preparation and submission of a report including the entire  
27 record of treatment, medical history, opinions regarding diagnosis,  
28 prognosis, causal relationships between the treated condition and  
29 the claim, the claimant's ability to return to work with or without  
30 restrictions, what, if any, restrictions are appropriate, and the  
31 anticipated date of return to work, and any recommendations for  
32 further treatment; and

33 (b) (i) An additional fee of not more than \$300 per hour, with the  
34 total amount not to exceed \$2,500, paid to the treating physician  
35 who gives testimony concerning causal relationship, ability to work  
36 or the need for treatment; or

37 (ii) An additional fee of not more than \$300 per hour, with the  
38 total amount not to exceed \$1,500, paid to the treating physician  
39 who gives a deposition concerning causal relationship, ability to  
40 work or the need for treatment.

41 b. (1) No fee for an evaluating physician pursuant to this section  
42 shall be contingent on whether a judgment or award is or is not  
43 made in favor of the petitioner.

44 (2) No evaluating or treating physician shall charge any fee for a  
45 report, testimony or deposition in excess of the amount permitted  
46 pursuant to the provisions of this section.

47 (3) A psychologist, nurse practitioner, or licensed clinical social  
48 worker who provides psychological treatment may be paid a fee, as

**EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.**

**Matter underlined thus is new matter.**

1 permitted in accordance with the provisions of this section, for a  
2 report or testimony concerning that provider's course of treatment  
3 of the injured worker in that provider's role as a provider of  
4 treatment.

5 c. A fee shall be allowed at the discretion of the judge of  
6 compensation when, in the official's judgment, the services of an  
7 attorney and medical witnesses are necessary for the proper  
8 presentation of the case. In determining a reasonable fee for  
9 medical witnesses, the official shall consider (1) the time,  
10 personnel, and other cost factors required to conduct the  
11 examination; (2) the extent, adequacy and completeness of the  
12 medical evaluation; (3) the objective measurement of bodily  
13 function and the avoidance of the use of subjective complaints; and  
14 (4) the necessity of a court appearance of the medical witness.  
15 When, however, at a reasonable time, prior to any hearing  
16 compensation has been offered and the amount then due has been  
17 tendered in good faith or paid within 26 weeks from the date of the  
18 notification to the employer of an accident or an occupational  
19 disease or the employee's final active medical treatment or within  
20 26 weeks after the employee's return to work whichever is later or  
21 within 26 weeks after employer's notification of the employee's  
22 death, the reasonable allowance for an attorney fee shall be based  
23 upon the amount of compensation, theretofore offered, tendered in  
24 good faith or paid after the establishment of an attorney-client  
25 relationship pursuant to a written agreement, and the amount of the  
26 judgment or award in excess of the amount of compensation,  
27 theretofore offered. When the amount of the judgment is less than  
28 \$200, an attorney fee may be allowed not in excess of \$50.

29 d. All counsel fees of claimants' attorneys for services  
30 performed in matters before the Division of Workers'  
31 Compensation, whether or not allowed as part of a judgment, shall  
32 be first approved by the judge of compensation before payment.  
33 Whenever a judgment or award is made in favor of a petitioner, the  
34 judges of compensation or referees of formal hearings shall direct  
35 amounts to be deducted for the petitioner's expenses and to be paid  
36 directly to the persons entitled to the same, the remainder to be paid  
37 directly to the petitioner.

38 (cf: P.L.2023, c.114, s.1)

39

40 2. This act shall take effect immediately and shall apply to all  
41 claims pending on or after the date of enactment.

42

43

44

#### STATEMENT

45

46 This bill revises the workers' compensation law to increase the  
47 cap in contingency fee matters from 20 percent to 25 percent.  
48 Attorneys for injured workers are often compensated on a

**A3986 VERRELLI, KARABINCHAK**

4

- 1 contingency fee basis, and the original cap of 20 percent does not
- 2 take into account additional duties that workers' compensation
- 3 attorneys are required to handle since the cap's establishment.

ASSEMBLY LABOR COMMITTEE

STATEMENT TO

**ASSEMBLY, No. 3986**

**STATE OF NEW JERSEY**

DATED: MAY 16, 2024

The Assembly Labor Committee reports favorably Assembly Bill No. 3986.

This bill revises the workers' compensation law to increase the cap in contingency fee matters from 20 percent to 25 percent. Attorneys for injured workers are often compensated on a contingency fee basis, and the original cap of 20 percent does not take into account additional duties that workers' compensation attorneys are required to handle since the cap's establishment.

As reported, this bill is identical to Senate Bill No. 2822 of the 2024-2025 session.

# Acting Governor Scutari Signs Legislation Increasing Workers' Compensation Contingency Attorney Fee Cap to 25%

08/22/2024

**TRENTON** – Acting Governor Nicholas Scutari today signed S2822/A3986 to raise the attorney fee cap in workers' compensation cases from 20 percent to 25 percent, amending existing statute R.S.34:15-64.

Attorneys for injured workers are often compensated on a contingency fee basis. The fee cap of 20 percent did not account for additional duties that workers' compensation attorneys are required to handle since the cap's establishment in 1927.

"We are committed to protecting New Jersey's workers and ensuring fair wages," **said Acting Governor Nicholas Scutari**. "Today's legislation makes a meaningful adjustment to the contingency attorney fee cap, ensuring fair compensation for attorneys and providing workers with the accessible, quality legal representation they deserve."

An increase of five percent acknowledges the additional workload of New Jersey's contingency attorneys without overburdening workers battling illness or injury with legal expenses.

The primary sponsors of S2822/A3986 are Senator Joseph Lagana and Assemblymen Anthony Verrelli and Robert Karabinchak.

"The hours and labor put in by modern-day workers' compensation attorneys has become increasingly complex, which requires these attorneys, in addition to their normal legal and courtroom duties, to also acquire special knowledge in any number of new areas, including the medical field, and also be versed in the gathering of demonstrative evidence to prove their clients claim," **said Senator Joseph Lagana**. "This legislation slightly raising the cap on attorneys' contingency fees in these cases will allow for more flexibility in the service of their clients and allow for better and more comprehensive representation."

"Employees deserve attorneys who stand by them and champion their rights during their time of need," **said Assemblyman Anthony Verrelli**. "The passage of this law reinforces the value of legal representation for workers, ensuring attorneys who work for injured individuals are fairly compensated for their efforts."

"Workers who are injured on the job need attorneys who will fight to ensure they receive they are adequately compensated for their pain and suffering," **said Assemblyman Robert Karabinchak**. "The law's revision of the contingency fee cap takes into account statutory changes that have resulted in increased duties of attorneys representing injured workers."