

TENNESSEE COURT OF WORKERS' COMPENSATION CLAIMS

Hubbard, Talin v. Discount Tire, LLC

Hubbard, 2025 TN WC 84 (Tennessee Court of Workers' Compensation Claims 2025) · No. 2025-60-0029 ·
Decided November 24, 2025

SUMMARY

The Tennessee Court of Workers’ Compensation Claims awarded Talin Hubbard permanent partial disability benefits for a work-related chest injury. The court adopted a 1% impairment rating from the Medical Impairment Rating Registry, awarded \$2,521 in benefits after applying the increased-benefits multiplier, and ordered future medical benefits for costochondritis and chronic pain syndrome. The order also addressed the filing fee, attorney fees, and appeal procedures.

CASE DETAILS

COURT	Tennessee Court of Workers' Compensation Claims
WRITING FOR THE COURT	Kenneth M. Switzer
JURISDICTION	Tennessee Court of Workers’ Compensation Claims
DECIDED	November 24, 2025
DOCKET	2025-60-0029
DISPOSITION	other
PROCEDURAL POSTURE	Compensation hearing on the employee's entitlement to permanent partial disability benefits and future medical benefits following a work injury.
STANDARD OF REVIEW	The employee bore the burden of proving all essential elements of the claim by a preponderance of the evidence. Under Tennessee Code Annotated section 50-6-204(d)(4), a Medical Impairment Rating Registry physician's written impairment opinion is presumed accurate unless rebutted by clear and convincing evidence.
PRECEDENTIAL VALUE	Published

TOPICS

- workers compensation
- remedies
- appellate procedure

PRACTICE AREAS

QUESTIONS PRESENTED

1. Whether the Medical Impairment Rating Registry physician's 1% permanent impairment rating or the authorized physician's earlier 0% rating should be adopted.
2. Whether Hubbard was entitled to increased permanent partial disability benefits because he had not returned to work for any employer.
3. Whether Hubbard was entitled to reasonable, necessary, and work-related future medical benefits for costochondritis and chronic pain syndrome.
4. Whether Hubbard showed good cause for a continuance to obtain additional medical care.

HOLDINGS

1. The Court adopted the Medical Impairment Rating Registry physician's 1% impairment rating because the employer did not rebut the statutory presumption of accuracy with clear and convincing evidence.
2. Hubbard was entitled to increased benefits because he proved by a preponderance of the evidence that he had not returned to work for any employer.
3. Hubbard was entitled to reasonable, necessary, and work-related future medical treatment for both costochondritis and chronic pain syndrome.
4. The Court denied Hubbard's motion for a continuance because he did not show good cause and had ample time to obtain medical proof.

KEY QUOTATIONS

“The written opinion as to the permanent impairment rating given by the independent medical examiner . . . shall be presumed to be the accurate impairment rating; provided, however that this presumption may be rebutted by clear and convincing evidence” (at 4)

“An employer is responsible for reasonable and necessary medical care resulting from an employee’s work-related injury” (at 6)

FACTUAL BACKGROUND

Hubbard, a tire technician, injured his chest at work on February 28, 2023, while pulling down a bar to remove a tire. His authorized providers diagnosed costochondritis and related conditions, and he remained subject to work restrictions; one physician assigned 0% impairment, while another estimated a substantially higher impairment. A Medical Impairment Rating Registry physician diagnosed chronic pain syndrome causally related to the work injury and assigned 1% whole-person impairment. Hubbard testified that he could not perform the offered modified work, had not returned to work for any employer, and continued to experience pain and functional limitations.

PROCEDURAL HISTORY

Talin Hubbard sought workers' compensation benefits for a February 2023 workplace chest injury. After a compensation hearing on November 12, 2025, the Court denied his motion for a continuance and motion for summary judgment, adopted a 1% impairment rating from the Medical Impairment Rating Registry, awarded increased permanent partial disability benefits, and ordered future medical benefits. The compensation order was entered on November 24, 2025, and stated that it would become final in 30 days unless appealed.

DISPOSITION

other

CASES CITED

- Willis v. All Staff, 2015 TN Wrk. Comp. App. Bd.
- Limberakis v. Pro-Tech Sec., Inc., 2017
- Barron v. State Dep't of Human Servs., 184 S.W.3d 219, 223 (Tenn. 2005)

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