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3 Councilmember Anita Bonds

  
Councilmember Janeese Lewis George

6 A BILL  
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9 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA  
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13 To amend, on an temporary basis, the Universal Paid Leave Amendment Act of 2016 to prohibit  
14 private disability insurance providers from reducing short-term disability benefits based  
15 on actual or estimated paid leave benefits to which an eligible individual may be entitled  
16 to from the District, regardless of the jurisdiction in which the insurance policy was  
17 issued or written; and to amend Title I of the Insurance Trade and Economic  
18 Development Amendment Act of 2000 to make the prohibition on offsetting or reducing  
19 benefits under a private market short-term disability insurance policy based on estimated  
20 or actual benefits received under the Universal Paid Leave Amendment Act of 2016  
21 enforceable under that law, regardless of the jurisdiction in which the insurance policy  
22 was issued or written.  
23

24 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this  
25 act may be cited as the “Short-Term Disability Insurance Benefit Protection Clarification  
26 Temporary Amendment Act of 2024”.

27 Sec. 2. Section 107(j)(1) of the Universal Paid Leave Amendment Act of 2016, effective  
28 April 7, 2017 (D.C. Law 21-264; D.C. Official Code § 32-541.07(j)(1)), is amended to read as  
29 follows:

30 “(1) No insurer may offset or reduce benefits or income available to an eligible  
31 individual under an individual or group policy for temporary or short-term disability insurance  
32 based on estimated or actual benefits the eligible individual may or does receive under this act,  
33 regardless of the jurisdiction in which such policy was issued, executed, written, or delivered.”.

34           Sec. 3. Section 120a the Insurance Trade and Economic Development Amendment Act of  
35 2000, effective April 2, 2001 (D.C. Law 13-265; D.C. Official Code § 31-2231.20a), is amended  
36 as follows:

37           (a) Subsection (a) is amended to read as follows:

38           “(a) No insurer may offset or reduce benefits or income available to an eligible individual  
39 under a temporary or short-term disability insurance policy, based on estimated or actual benefits  
40 the eligible individual may or does receive under the Universal Paid Leave Amendment Act of  
41 2016, effective April 7, 2017 (D.C. Law 21-264; D.C. Official Code § 32-541.01 *et seq.*),  
42 regardless of in which jurisdiction such policy was executed, written, or delivered.”.

43           (b) Subsection (c) is amended to read as follows:

44           “(c) For the purposes of this section, the term:

45                   “(1) “Eligible individual” shall have the same meaning as provided in section  
46 101(6) of the Universal Paid Leave Amendment Act of 2016, effective April 7, 2017 (D.C. Law  
47 21-264; D.C. Official Code § 32-541.01(6)).

48                   “(2) “Self-insured employer” shall have the same meaning as provided in section  
49 101(19A) of the Universal Paid Leave Amendment Act of 2016, effective April 7, 2017 (D.C.  
50 Law 21-264; D.C. Official Code § 32-541.01(19A)).”.

51           Sec. 4. Applicability.

52           This act shall apply as of July 10, 2024.

53           Sec. 5. Fiscal impact statement.

54           The Council adopts the fiscal impact statement of the Budget Director as the fiscal impact  
55 statement required by section 4a of the General Legislative Procedures Act of 1975, approved  
56 October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

57           Sec. 6. Effective date.

58           (a) This act shall take effect following approval by the Mayor (or in the event of veto by  
59 the Mayor, action by the Council to override the veto), and shall remain in effect for no longer  
60 than 90 days, as provided for emergency acts of the Council of the District of Columbia in  
61 section 412(a) of the District of Columbia Home Rule Act, approved December 24, 1973 (87  
62 Stat. 788; D.C. Official Code § 1-204.12(a)).

63           (b) This act shall expire after 225 days of its having taken effect.