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2 Councilmember Anita Bonds



Councilmember Janeese Lewis George

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5 A BILL  
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10 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA  
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15 To amend, on an emergency basis, due to congressional review, the Universal Paid Leave  
16 Amendment Act of 2016 to prohibit private disability insurance providers from reducing  
17 short-term disability benefits based on actual or estimated paid leave benefits to which an  
18 eligible individual may be entitled to from the District, regardless of the jurisdiction in  
19 which the insurance policy was issued or written; and to amend Title I of the Insurance  
20 Trade and Economic Development Amendment Act of 2000 to make the prohibition on  
21 offsetting or reducing benefits under a private market short-term disability insurance  
22 policy based on estimated or actual benefits received under the Universal Paid Leave  
23 Amendment Act of 2016 enforceable under that law, regardless of the jurisdiction in  
24 which the insurance policy was issued or written.  
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26 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this  
27 act may be cited as the “Short-Term Disability Insurance Benefit Protection Clarification  
28 Congressional Review Emergency Amendment Act of 2024”.

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

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

36 Sec. 3. Section 120a the Insurance Trade and Economic Development Amendment Act of

37 2000, effective April 2, 2001 (D.C. Law 13-265; D.C. Official Code § 31-2231.20a), is amended  
38 as follows:

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

40 “(a) No insurer may offset or reduce benefits or income available to an eligible individual  
41 under a temporary or short-term disability insurance policy, based on estimated or actual benefits  
42 the eligible individual may or does receive under the Universal Paid Leave Amendment Act of  
43 2016, effective April 7, 2017 (D.C. Law 21-264; D.C. Official Code § 32-541.01 *et seq.*),  
44 regardless of in which jurisdiction such policy was executed, written, or delivered.”.

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

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

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

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

53 Sec. 4. Applicability.

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

55 Sec. 5. Fiscal impact statement.

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

59 Sec. 6. Effective date.

60           This act shall take effect following approval by the Mayor (or in the event of veto by the  
61 Mayor, action by the Council to override the veto), and shall remain in effect for no longer than  
62 90 days, as provided for emergency acts of the Council of the District of Columbia in section  
63 412(a) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 788;  
64 D.C. Official Code § 1-204.12(a)).