

1 [Catastrophic Sick Leave Task Force]

2 **ESTABLISHING A CATASTROPHIC SICK LEAVE AND LONG-TERM DISABILITY TASK**
3 **FORCE TO REVIEW ISSUES RELATED TO THE CITY'S CATASTROPHIC SICK LEAVE**
4 **AND LONG TERM DISABILITY INSURANCE PROGRAMS FOR CITY EMPLOYEES AND**
5 **TO MAKE RECOMMENDATIONS TO THE BOARD OF SUPERVISORS AND SETTING**
6 **FORTH THE MEMBERSHIP AND DUTIES OF THE TASK FORCE.**

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8 WHEREAS, Since its inception, the TJ Anthony Catastrophic Sick Leave Program has
9 provided an avenue for catastrophically-ill City employees to obtain donations of sick leave
10 from other City employees, providing a vital safety net for City workers; and

11 WHEREAS, Commencing in 1997, several City employee bargaining units have
12 negotiated for long term disability insurance, providing a similar safety net, and other
13 bargaining units are expected to follow suit; and

14 WHEREAS, There have been several participants in the Catastrophic Sick Leave
15 Program who have participated in the program for years, relying on the program as a form of
16 long term disability coverage; and

17 WHEREAS, Several such participants have indicated that the longer they remain in the
18 Catastrophic Sick Leave Program, the more difficult it is to obtain donations of hours; and

19 WHEREAS, Participants in the Catastrophic Sick Leave Program who are not actively
20 working as of the date that long term disability insurance agreements are signed are not
21 eligible for coverage; and

22 WHEREAS, These facts raise the questions as to whether modifications should be
23 made to the Catastrophic Sick Leave Program; and

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1 WHEREAS, At least one specific case has also raised the question as to whether City
2 employees with catastrophically-ill dependents should be eligible to participate in the program;
3 now, therefore, be it

4 RESOLVED, That the Board of Supervisors hereby creates an advisory task force,
5 called the Catastrophic Sick Leave and Long Term Disability Task Force, to review the
6 Catastrophic Sick Leave and Long Term Disability Insurance programs and make
7 recommendations to the Board of Supervisors by May 1, 1999; and be it

8 FURTHER RESOLVED, That the Task Force should address the following questions:

9 -- Is the Catastrophic Sick Leave Program functioning well, particularly for long term
10 participants?

11 -- How does the program integrate with the Long Term Disability Insurance Program?

12 -- Should a donation pool be instituted for the Catastrophic Sick Leave Program
13 instead of requiring donations from individual employee to individual employee?

14 -- Are there rules that need to be instituted for the Catastrophic Sick Leave Program as
15 bargaining units negotiate for Long Term Disability Insurance?

16 -- For catastrophically-ill employees who are not currently working and are not eligible
17 for long term disability insurance, what would be involved in establishing long-term disability
18 equivalent benefits?

19 -- Should the Catastrophic Sick Leave Program be expanded to provide coverage to
20 City employees with catastrophically-ill dependents or domestic partners and how would this
21 dovetail with Family Leave? and be it

22 FURTHER RESOLVED, That the Task Force shall include one member appointed by
23 the Mayor, one member appointed by the City Attorney, one member appointed by the
24 Controller, one member appointed by the Director of Public Health, one member appointed by
25 the Director of Human Resources, one member appointed by the Director of the Retirement

1 System, one member appointed by the Civil Service Commission and two members appointed
2 by the President of the Board of Supervisors representing organizations with significant
3 expertise in employee benefits issues.

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City and County of San Francisco

City Hall
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Tails

Resolution

File Number: 990048

Date Passed:

Resolution establishing a Catastrophic Sick Leave and Long-term Disability Task Force to review issues related to the City's catastrophic sick leave and long-term disability insurance programs for city employees and to make recommendations to the Board of Supervisors and setting forth the membership and duties of the task force.


March 8, 1999 Board of Supervisors — ADOPTED

Ayes: 10 - Ammiano, Becerril, Bierman, Brown, Katz, Kaufman, Leno, Newsom, Yaki, Yee

Absent: 1 - Teng

File No. 990048

I hereby certify that the foregoing Resolution was ADOPTED on March 8, 1999 by the Board of Supervisors of the City and County of San Francisco.



Gloria L. Young
Clerk of the Board

MAR 19 1999

Date Approved



Mayor Willie L. Brown Jr.

File No. 990048 continued...