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[Commending United Airlines]

COMMENDING UNITED AIRLINES FOR AGREEING TO COMPLY WITH SAN FRANCISCO'S LANDMARK EQUAL BENEFITS ORDINANCE

WHEREAS, United Airlines recently became the first United States airline to announce that it plans to offer domestic partner benefits to its employees and retirees worldwide; and,

WHEREAS, The Equal Benefits Ordinance, passed unanimously by the Board of Supervisors in 1996 and becoming effective in 1997, requires private companies, in order to be eligible for a City contract, to provide benefits such as health insurance, bereavement leave and family medical leave to the domestic partners of their employees if they provide them to the spouses of their employees; and,

WHEREAS, A recent ruling by the Ninth Circuit Court of Appeals refused to grant United Airlines, Federal Express and other air carriers a temporary exemption from providing non-ERISA benefits while they continued to challenge the ordinance in court; and,

WHEREAS, The recent ruling by the federal appeals court means that United and Federal Express must immediately begin to offer bereavement leave, family medical leave and spousal flight discounts to domestic partners of employees; and,

WHEREAS, In May, U.S. District Court Judge Claudia Wilkens had ordered the airlines to provide non-health benefits to domestic partners of their employees; and,

WHEREAS, She had previously ruled that the airlines are exempt from provisions requiring health and pension benefits; and,

WHEREAS, In an unusual but much lauded move, United Airlines has agreed to provide medical and dental benefits, COBRA benefits, dependent life insurance, pension survivor benefits, bereavement leave, and travel benefits to their employees who cannot legally marry and are not related by blood or law; and,

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WHEREAS, For employees who live in San Francisco and have a domestic partner whom they can legally marry, United will extend travel, paid bereavement and family medical leave benefits; and,

WHEREAS, United expects to make the benefits available in the U.S. in May 2000, after the company completes a comprehensive round of changes to its record-keeping, benefit-enrollment, tax-reporting and other internal procedures; and,

WHEREAS, United Airlines is the largest air carrier and largest employee-owned company in the world, with over 97,000 employees worldwide; now, therefore, be it

RESOLVED, That the San Francisco Board of Supervisors commends United Airlines for offering to provide domestic partner benefits to their employees and retirees worldwide.



City and County of San Francisco

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Tails

Resolution

File Number: 991511

Date Passed:

Resolution commending United Airlines for agreeing to comply with San Francisco's landmark equal benefits ordinance.

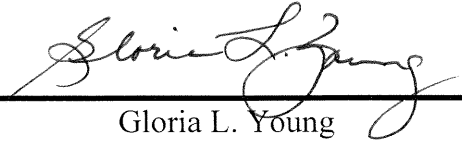
August 9, 1999 Board of Supervisors — ADOPTED

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

Absent: 1 - Teng

File No. 991511

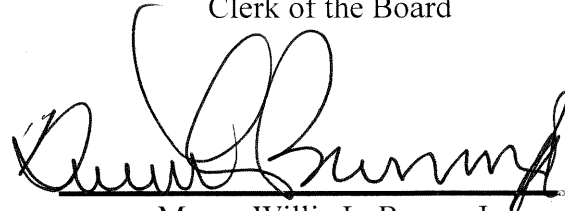
I hereby certify that the foregoing Resolution
was ADOPTED on August 9, 1999 by the
Board of Supervisors of the City and County
of San Francisco.



Gloria L. Young
Clerk of the Board

AUG 20 1999

Date Approved



Mayor Willie L. Brown Jr.