



Limited Employer Impact Likely from Gay Marriage Ruling

News

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Scott Schneider was quoted in *SHRM* on June 26, 2015. The article “Limited Employer Impact Likely from Gay Marriage Ruling” discussed how all 50 states must issue marriage licenses to same-sex couples and must recognize same-sex marriages legally performed out of state, in light of the U.S. Supreme Court’s ruling on June 26, 2015.

Scott was quoted on the implications for employers.

The impact of this decision on many employers will be limited, Scott told *SHRM Online*.

In states where same-sex marriage is currently legal, this ruling will have no effect, he said. But in other states, “employers should sit down and ask, ‘Where do we stand in light of this ruling?’ ”

One area that may be impacted is the granting of leave under the Family and Medical Leave Act (FMLA), Scott said. “Someone who enters into a same-sex marriage may be entitled to FMLA leave.”

To read the full article, please visit [SHRM](#).

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