



# Same-Sex Benefits Are Here To Stay: Are Your Retirement Plans In Compliance?

Publication

7.09.14

Kytle Frye's article "Same-Sex Benefits Are Here To Stay: Are Your Retirement Plans In Compliance?" was featured on *HR.BLR.com* on July 9, 2014.

It is clear that for federal purposes such as tax withholding, ERISA, and the FMLA, employers must recognize same-sex marriages even if the same-sex partners live in a state that does not recognize them. Employers are scrambling to verify the status of same-sex marriages and review and revise benefits and policies governed by federal law to make sure they meet legal requirements.

Kytle provides insight on a few issues employers should now consider:

- Qualified plans
- FMLA
- Federal tax laws
- State tax laws
- Welfare benefit plans
- Domestic partners

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