



## As Same-Sex Marriage Gains Ground, Employers Must Keep Up

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Bob Christenson's article "As Same-Sex Marriage Gains Ground, Employers Must Keep Up" was featured August 7, 2014 on *Corporate Compliance Insights*.

Employers around the country are scrambling to revise benefit plans and policies as same-sex marriage goes mainstream. Nineteen states and the District of Columbia now recognize same-sex marriage, and court challenges supporting same-sex unions have been filed in each of the remaining 31 states. Decisions striking down state bans on same-sex marriage arrive weekly... Since the U.S. Supreme Court's landmark ruling last year in *U.S. v Windsor*, same-sex proponents have yet to lose a case.

What should employers do to amend their benefit plans and policies to remain in legal compliance as the law changes daily? The answer depends on what type of benefit plan is under review.

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