



benefitNEWS

Same-Sex Domestic Partner Benefits Waning

According to a recent HR Magazine publication issued by the [Society for Human Resource Management](#), domestic partner benefits are slowly being phased out in group benefit plans. According to HR Magazine, a growing number of companies are requiring same-sex couples to be married before an employee's partner can receive healthcare benefits. Their findings are based on data from a recent survey from the International Foundation of Employee Benefit Plans (IFEBP). Following a seminal 2015 U.S. Supreme Court ruling that legalized same-sex marriage throughout the country, many employers ultimately amended their policies regarding civil unions and domestic partnerships.

Below are some statistics related to these developments:

- **Civil Unions** - From 2014 to 2016, the percentage of companies that provided benefits to same-sex partners in legally recognized civil unions fell from 51% to 31%. Most states that previously registered civil unions stopped doing so after the court's ruling on same-sex marriage.
- **Same-Sex Domestic Partners** - The percentage of companies that provided benefits to same-sex domestic partners fell from 59% to 48% during the same period.

According to the [IFEBP survey](#), today most companies are offering parity in workplace benefits for lesbian, gay, bisexual and transgender employees. That eases the administrative burden of providing domestic partner benefits. Further, now that same-sex marriage is legal in all 50 states, most companies do not differentiate between types of spouses.

We are monitoring these trends and developments closely and will continue to provide updates accordingly. Please contact your Conner Strong & Buckelew account representative toll free at 1-877-861-3220 with any questions.



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