



FPHRA E-News

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Benefits for Same Sex Couples and Domestic Partners

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A significant number of U.S. companies provide benefits, such as health insurance coverage, for their employees' domestic partners or same-sex spouses. Businesses may decide to offer these benefits to attract and retain talented employees or because they desire to provide equal benefits regardless of marital status or sexual orientation.

At the federal level, there are no laws that require or prohibit domestic partner or same-sex spouse benefits in the workplace. However, employee benefits for domestic partners generally do not receive the same favorable federal tax treatment as benefits for spouses. Also, a number of states have enacted same-sex marriage, civil union and domestic partnership laws that affect benefits for domestic partners and same-sex spouses.

This Employment Law Summary provides an overview of the federal and state laws that affect domestic partner and same-sex spouse benefits for Florida employers. It also outlines action steps for employers to consider when providing benefits for employees' same-sex spouses and domestic partners.

Effective **Jan. 6, 2015**, Florida law allows two persons of the same sex to marry.

state law

Overview

Laws on same-sex marriage, civil unions and domestic partnerships vary from state to state. Up until recently, most states had laws or constitutional amendments that prohibited same-sex marriage. Now, same-sex marriage is legal in the majority of states. This legal change is due in large part to a string of federal court decisions that, beginning in late 2013, have declared state bans on same-sex marriage unconstitutional. Although many states had their same-sex marriage bans invalidated by court decisions, other states passed laws to legalize same-sex marriage.

Also, a small number of states have laws granting spousal-like rights to unmarried couples through civil unions and domestic partnerships.

Same-sex Marriage

Florida had a law that limited the terms "marriage" and "spouse" to unions between one man and one woman. On Aug. 21, 2014, a federal district court [ruled](#) that Florida's ban on same-sex marriage is unconstitutional. However, following the court's ruling, same-sex couples were not permitted to marry because the ruling was put on hold until Jan. 5, 2015, pending appeal.

to continue reading, click here... [FL Benefits for Same sex Couples and Domestic Partners.pdf](#)



2015 FPHRA Conference July 31 – August 5 Ft. Lauderdale Marina HILTON

The 2015 FPHRA annual conference will be at the Ft. Lauderdale Hilton Marina Hotel. If you haven't budgeted yet for the conference, be sure to do so! Early booking at the Hilton will get you a better room rate (\$129.00) and free internet in your room.

SNAP! CLAP! WOOHOO! Candy's back!

Hey my **FPHRA** folks!

I am coming back to be the closing keynoter for your 2015 Conference....super excited! Wanted to throw out another great offer like I did last year...if any of you are in need of training for your offices, teams or whole darn organization I would love to be your go-to-person! Remember...my

topics are [Generational Differences, Personality Difference and Emotional Intelligence](#). I will be speaking for your **FPHRA** on August 5th, but I am willing to fly in before or stay later to help you out with training. Here is the exciting part I will give you my **"Candy will already be in town discount"** like I did last October for : [Village of Royal Palm Beach, St. Lucie County Clerks, FCCC Conference and Flagler County Commissioners](#)



Give me a shout soon... so we can get you on my calendar!

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OTHER USEFUL LINKS:

[2015 W-4 Form.pdf](#)

[Florida Minimum Wage 2015 Announcement.pdf](#)

[2015 Limits for Health Accounts and Deferred Comp.pdf](#)

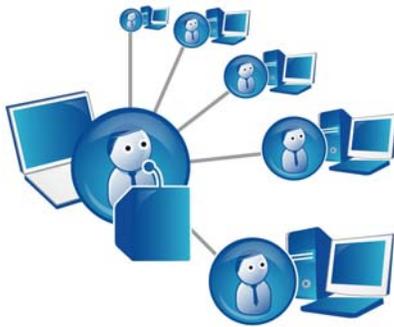


Certification through FPHRA

PPP Certification is one more way to distinguish yourself from other HR Professionals. Certification requirements are listed on the website. Full pre-conference Foundations attendance is mandatory along with 3 of the 5 most recent main conferences. An additional 24 hours of other approved training is required, which can consist of Webinars, Regionals, or full attendance to the Masters or Focus pre-conference seminars. If you are already certified, please be sure to track when you are due for your recertification. See recertification requirements on the website.

Remember to check your membership profile page for accuracy of information including your email address, name spelling, title, and attendance dates.

FPHRA Webinars



FPHRA will have available to all paid members Webinars on various topics. All participants will get credit towards their certification/recertification hours for participating in the webinar session.

Be on the lookout for announcements and sign up for upcoming programs.

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