

Frequently Asked Questions

Same Sex Marriage Benefit Changes

1. Under the DOMA what is the “spouse”?

- For Federal tax purposes, the terms “spouse”, “husband” and “wife” include an individual married to a person of the same sex if the individuals are lawfully married under state law, and the term “marriage” includes such a marriage between individuals of the same sex.

2. Aside from the benefit of pre-tax health insurance, is there any benefit towards Family Leave?

- Yes, same sex spouses will now have the same entitlements to FMLA as opposite sex spouses.