

# NYS EMPLOYERS AND THE MARRIAGE EQUALITY ACT: IT'S TIME TO GET ACQUAINTED

## Seminar

Buffalo, NY

August 4, 2011

Event Sponsor: Hodgson Russ

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8:30—9:30 a.m.

The Offices of Hodgson Russ LLP

The Guaranty Building, 140 Pearl Street, Buffalo, NY

The New York State Marriage Equality Act, which becomes effective July 24, 2011, will have an immediate impact on many employer-provided benefits that involve spouses, such as leaves of absence under the Family Medical Leave Act, family health coverage, and bereavement leave. This program will discuss the Marriage Equality Act, how it conflicts with the federal Defense of Marriage Act, the problems this conflict creates for employers, and practical steps New York employers should take to ensure they are in compliance with this important new law.

**Who should attend:** CEOs, CFOs, COOs, risk managers, human resource professionals, benefits administrators, and all other interested managers

The presentation will include:

- Summary of the New York State Marriage Equality Act
- How to determine which benefits must be provided to same-sex spouses
- Differing federal and state tax implications of providing same-sex spousal benefits
- Questions and answers

## Attorneys

Michael Flanagan

John Godwin

Elizabeth McPhail

## Practices & Industries

Labor & Employment