

Gay Work Benefits



Why do some companies oppose work benefits for homosexuals?

- Unconstitutional
- Many states do not allow same-sex marriage
 - Gay couples want to be married so their spouse can receive benefits
 - Gay couples have 'partners' not 'spouses' therefore
 - A gay persons 'partner' is not included in receiving work benefits
- Insurance companies allow the spouse of an employee to have benefits
- The normalization of a gay lifestyle
 - The United States has not accepted the gay lifestyle

Civil Union Benefits

- Taxes
 - Couples in a civil union may file a joint state tax return, but they must file federal tax returns as single persons
- Health Insurance
 - If the health plan is governed by federal law, the employer can choose whether or not to extend such benefits.
- Social Security Survivor Benefits
 - If a spouse or divorced spouse dies, the survivor may have a right to Social Security payments based on the earnings of the married couple, rather than only the survivor's earnings. Same-sex couples are not eligible for such benefits.

The Rights of a Domestic partnership for same-sex couples in California

*The rights of domestic Partnership differ between each state but California grants the most rights

- Continued health coverage for domestic partners and their dependent children upon the death of a covered state or local government employee
- Domestic partnership coverage options that group health care and disability plans must offer employers and associations whose plans cover spouses
- Family and bereavement leave
- Disability claims-filing authority on behalf of incapacitated partners.

Source:

<http://gaylife.about.com/od/samesexmarriage/a/domesticpartner.htm>