

Below is the link to the August 11, 2015 UBA Employer Webinar Series: **“Just Married! What Employers Need to Know About the Obergefell Ruling and Same-Sex Marriage”**

<http://webinars.ubabenefits.com/WebinarRecordingGateway/tabid/2890/Default.aspx?rid=f30ee48c-23d4-4128-8b97-ac3253d306d7>

The Supreme Court ruled in *Obergefell v Hodges* that the 14th Amendment requires a state to license a marriage between two people of the same sex, and to recognize a marriage between two people of the same sex when their marriage was lawfully licensed and performed out of state. This ruling raises new questions about providing benefits to individuals who have a same-sex spouse, as well as preventing discrimination based on the sex of an individual's spouse.

This webinar will:

- Explain the impact of *Obergefell* on group benefit plans
- Discuss the difference regarding states that did not previously recognize same-sex marriage and those that did
- Differentiate between ERISA obligations and obligations under anti-discrimination regulations
- Provide information on the difference between domestic partners and spouses
- Discuss best practices for administering enrollment for individuals with same-sex spouses now, and in the future
- Provide best practices for employers regarding same-sex harassment prevention

This 90-minute basic webinar will help employers understand the impact of the decision in *Obergefell* on employee benefits and other employment issues. Eligible for 1.5 HRCI credit hours for participation.

#### **PRESENTER**

**Joseph J. Lazzarotti is a shareholder in the Morristown, New Jersey, office of Jackson Lewis P.C. He is the firms Privacy, e-Communication and Data Security Practice.**

Mr. Lazzarotti advises employers and plan sponsors regarding the establishment, administration and operation of fully insured and self-funded health and welfare plans, which includes counseling concerning the Affordable Care Act, as well as assisting in the set-up of administrative and other arrangements with third-party administrators, claims administrators, and other vendors.

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Please feel free to watch/listen to this whenever it is convenient for you and your staff. It will be available for you to view for the next 11 months. Your name and email are required for registration. There is no cost however this webinar has been ***approved for 1.50 credit hours*** toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Once you have viewed the webinar, the last page will provide details on receiving the credit hour.