



Extension of Benefits to Married Gay and Lesbian Federal Employees and their Families

In accordance with the June 26, 2013 Supreme Court decision ruling Section 3 of the Defense of Marriage Act (DOMA) unconstitutional, benefits are extended to legally married same-sex spouses of Federal employees and stepchildren, regardless of the employee's state of residency.

Thirteen (13) states and the District of Columbia (DC) currently recognize same-sex marriages and issue marriage licenses. Employees with legal state-issued marriage licenses from the below states (and DC) are eligible for the Federal Employees Health Benefits (FEHB) Program, the Federal Employees Group Life Insurance (FEGLI), the Federal Employees Dental and Vision (FEDVIP) Program, the Federal Long-Term Care Insurance Program (FLTCIP), and Federal Flexible Spending Accounts (FSAFEDS).

- California
- Connecticut
- Delaware
- Iowa
- Maine
- Maryland
- Massachusetts
- Minnesota
- New Hampshire
- New York
- Rhode Island
- Vermont
- Washington
- the District of Columbia

Rhode Island and Minnesota passed same-sex marriage legislation in 2013. Rhode Island and Minnesota's laws take effect on August 1, 2013.

The National Conference of State Legislatures updates the list of states with same-sex marriages on a continuous basis and you are encouraged to view the site for updates:

<http://www.ncsl.org/issues-research/human-services/same-sex-marriage-overview.aspx#1>