

Akerman Lens

Marriage Equality Holds Steady: Keep Your Workplace Ready

November 10, 2025

By Debra M. Leder



Related People

Debra M. Leder

With the Supreme Court choosing not to revisit the legality of same-sex marriage, employers and employees alike can count on continued access to spousal benefits and legal protections—covering everything from health insurance and retirement plans to family leave. This decision provides stability for HR teams, especially those managing workforces across multiple states, by preserving a single, nationwide standard for recognizing marriage. LGBTQ+ employees can feel reassured that their rights remain protected for now. While more than two dozen states have “trigger laws” ready to limit marriage equality if the Supreme Court ever overturns its 2015 *Obergefell* decision, today’s

outcome helps diffuse any immediate threat to the security of same-sex marriage and connected legal benefits. With marriage equality remaining the status quo, employers can continue to foster a supportive environment, confident that their policies align with current law and avoid the complications of conflicting state standards.

The big picture: The high court's rejection signals, for now, that same-sex marriage remains settled law.

www.axios.com/...