

# LGBT employees: Reevaluating workplace benefits

Key LGBT-related findings from the Lincoln Special Report: M.O.O.D. (Measuring Optimism, Outlook and Direction) of America on Employee Benefits

Research shows LGBT individuals are proactively making changes to their employee benefits in response to the Obergefell v. Hodges ruling on June 26, 2015.

Since the ruling:

**28%** of the LGBT community overall, and

**35%** of those currently married or in a domestic partnership have either:



Reevaluated their workplace benefits;



Enrolled in a new benefit; or



Increased their contribution to an existing benefit

LGBT enrollments in nonmedical coverages show the highest levels of change as a result of the 2015 marriage equality ruling:

**14%**

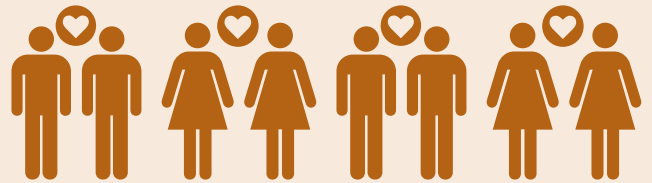
of LGBT employees who are married or in a domestic partnership have enrolled in a new **nonmedical insurance plan**

**11%**

have enrolled in a new **health insurance plan**

**7%**

have made changes to their **retirement plan**, either by enrolling in a new plan or increasing contributions



However, not all LGBT employees are aware of the ruling's implications to their benefits:



**50%** of all LGBT employees, and



**38%** of LGBT employees who are married or in a domestic partnership

...are **NOT** aware of ways the marriage equality ruling affects their workplace benefits

Employers should be proactive in sharing the impact of the marriage equality ruling with their employees.



**51%**

of LGBT employees say they would like to speak with someone about their benefits

## About the Special Report: M.O.O.D. of America on Employee Benefits

Results for the Special Report: M.O.O.D. of America on Employee Benefits are based on a national survey of employees conducted by Whitman Insight Strategies (WINS) on behalf of Lincoln Financial Group. The research was conducted in April 2016 among 1,154 employed adults ages 22–69. Data shown in this report is weighted to reflect the proportion of U.S. employees by gender, age, region, race and ethnicity based on data from the Bureau of Labor Statistics and the U.S. Census Bureau. The margin of error is +/- 2.80% at the 95% confidence interval for the entire sample.

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All data sourced to 2016 M.O.O.D. of America Study

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