



February 12, 2008

EMPLOYMENT ALERT

COURT LIFTS STAY OF DOMESTIC PARTNERSHIP LAW – LAW NOW IN EFFECT

On February 1, 2008, the U.S. District Court issued its ruling in the case brought by the Alliance Defense Fund challenging the Secretary of State's ruling that a petition to place House Bill 2007, Oregon's Domestic Partnership Law, on the ballot failed due to an insufficient number of signatures. The court lifted the stay it had previously placed on implementation of the law pending the February 1, 2008, hearing.

This means the law is now in effect. The law establishes a domestic partnership system that provides legal recognition to same-sex relationships. Individuals who meet the requirements of the law may complete and file with a county clerk a Declaration of Domestic Partnership. The clerk will issue a Certificate of Registered Domestic Partnership. Registered Domestic Partners are entitled to most of the same benefits provided to married couples under Oregon law.

Since the law is now in effect, employers need to implement appropriate changes to policies, procedures and employee benefits to comply with the new law and should consult with their legal counsel if they have any questions about necessary changes to policies and procedures.

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