



U.S. SMALL BUSINESS ADMINISTRATION
WASHINGTON, DC 20416

August 8, 2013

The Honorable Dianne Feinstein
United States Senator
One Post Street, Suite 2450
San Francisco, California 94104

Dear Senator Feinstein:

Thank you for your July 2, 2013, letter requesting that the U.S. Small Business Administration (SBA) provide a clarification of the Agency's progress with respect to the implementation of the *Windsor* decision mandate.

SBA's Office of Human Resources Solutions (OHRS) is proactively implementing the procedural requirements and changes consistent with the U.S. Supreme Court's *Windsor* decision of June 26, 2013, striking down Section 3 of the Defense of Marriage Act, Public Law 104-199 (DOMA). Specifically, SBA is complying with the U.S. Office of Personnel Management (OPM) guidance issued to Federal agencies.

The SBA has provided employees with notices about the implications of the *Windsor* decision and its impact. SBA is actively implementing personnel system and Agency policy/procedural changes, as well as partnering with its payroll services provider to ensure affected SBA employees can promptly exercise their right to access Federal benefits for legally married same-sex spouses and their families.

On July 8, 2013, and again on July 23, 2013, SBA issued an Information Notice to all employees outlining guidance with regard to specific employee benefits:

- Health Insurance
- Life Insurance
- Dental and Vision Insurance
- Long-term Care Insurance
- Flexible Spending Account
- Retirement

The notice also provided a help line to ensure employees questions and concerns with regard to the *Windsor* case are promptly addressed.

On July 16, 2013, all SBA's Human Resources Specialists were briefed on the implementation of same-sex spouse benefits, including resource materials and commonly asked questions, in order to better serve SBA employees seeking information as a result of the decision.

The Honorable Dianne Feinstein
Page 2

SBA continues to make timely system updates and policy changes as additional guidance is issued for implementing same-sex benefits as a result of the rescission of DOMA.

We appreciate your support of SBA and the California small business community. If you have additional questions, please contact the SBA Office of Congressional and Legislative Affairs at (202) 205-6700.

Sincerely,

Bridget Bean
Chief Human Capital Officer