

NOTICE – Equal Benefits Requirement Sec. 39.07, Madison General Ordinances

Pursuant to Section 39.07 of the Madison General Ordinances, all service contractors and subcontractors (if over \$25,000), recipients of City Financial Assistance, and Public Works contractors and subcontractors (if the value of a subcontractor's work exceeds the single-trade minimum set in Sec. 33.07(7)(b)5.) shall offer and provide benefits to employees with domestic partners that are equal to the benefits offered and provided to married employees with spouses. If a benefit would be available to the spouse of a married employee or to the employee based on his or her status as a spouse, the benefit shall also be made equally available to a domestic partner of that employee, or to the employee based on his or her status as a domestic partner. If, after making a reasonable effort to provide an equal benefit, the contractor is unable to provide the benefit, the contractor shall provide the employee with the cash equivalent of the benefit.

“Benefit” means any plan, program or policy provided or offered to employees as part of the employer's total compensation package. This includes, but is not limited to, bereavement leave, family medical leave, sick leave, health insurance or other health benefit, dental insurance or other dental benefit, disability insurance, life insurance, membership or membership discounts, moving expenses, pension and retirement benefits, and travel benefits; and is intended to include benefits that are provided directly to an employee (such as bereavement leave) and to the employee's spouse or domestic partner (such as health insurance coverage for the spouse or domestic partner).

“Domestic partnership” means two adults and their dependents, if any, that are currently registered as a domestic partnership (or equivalent) in any governmental jurisdiction offering a domestic partnership or similar registry, or who satisfy the requirements found in MGO 39.07(2)(g). The employer may require proof of domestic partner registry or a Declaration of Domestic Partnership under Wis. Stat. ch. 770. If there is no registry available where the employee lives, the employer must recognize a domestic partner meeting the criteria in 39.07(2)(g).

Affected employees may file a complaint alleging a violation of this equal benefits requirement with:

City of Madison Department of Civil Rights
210 Martin Luther King, Jr. Blvd., City-County Building Room 523, Madison, WI 53703
(608) 266-4910 - TTY: Dial 711 to reach the WI Relay Service or call 1-800-947-3529
Email: dcr@cityofmadison.com