

To: The Library Board  
From: The Personnel Committee  
Subject: Policy Wording Updates Submitted for Your Approval

To summarize:

The IL Religious Freedom Protection and Civil Union Act - Effective June 1, 2011

States that the purpose of the law is,

“...to provide adequate procedures for the certification and registration of a civil union and provide persons entering into a civil union with the obligations, responsibilities, protections, and benefits afforded or recognized by the law of IL to spouses.”

Includes definitions:

“Party to a civil union” means, and shall be included in, any definition or use of the terms “spouse”, “family”, “immediate family”, “dependent”, “next of kin”, and other terms that denote the spousal relationship, as those terms are used throughout the law.

Regarding Religious Freedom:

“Nothing in this Act shall interfere with or regulate the religious practice of any religious body. Any religious body, Indian Nation or Tribe or Native Group is free to choose whether or not to solemnize or officiate a civil union.”

Proposed changes to RML Policy wording are noted in bold type:

105 Hiring of Immediate Family Members

“For purposes of this policy, an employee’s “immediate family members’ include sons, daughters, grandparents, parents, spouse, **ADD: “a party to a civil union (as defined by the IL statute)”**, brothers, sisters, grandchildren, and in-laws (father-in-law, mother-in-law, brothers-in-law). ‘Sons’ or ‘daughters’ include biological, adopted, or foster children, stepchildren, legal wards, or children by virtue of the employee standing in loco parentis. **DELETE: ‘Immediate family members’ also include significant others for whom the employee is the person’s primary care giver or partner, as well as persons who act as the employee’s primary care giver or partner”**.”

Use above changes to update the following affected policies:

107 Conflicts of Interest

305 Sick Leave Benefits

307 Bereavement Leave

606 Victim’s Economic and Security Safety Act (VESSA)

In addition to changes noted above, delete the term, “significant other” from the following policy:

314 Employee Assistance Program