

**EGYPTIAN ELECTRIC COOPERATIVE ASSOCIATION
POLICY BULLETIN NO. 118**

SUBJECT: CIVIL UNIONS

POLICY:

Pursuant to the Illinois Religious Freedom Protection and Civil Union Act, which became effective on June 1, 2011, and the Religious Freedom and Marriage Fairness Act, effective on June 1, 2014, any use of the term “marriage” in Egyptian Electric Cooperative Association’s Bylaws and Policies shall include any type of marriage or civil union recognized under Illinois law or the law of any other State in the United States, and uses of the terms “spouse,” “husband” or “wife” shall include any individuals who are parties to a marriage or civil union recognized by the State of Illinois or any other State in the United States. This shall not apply to any aspects of EECA Bylaws that are governed by or subject to Federal law.

Adopted: June 26, 2012
Amended: May 27, 2014

Attested: Kevin Liefer, Secretary
Attested: Ken Jarrett, Secretary