

City of Urbana Domestic Partner FAQ –

What is the domestic partner registry?

The domestic partner registry is an optional city registry for adults living together in a close and committed relationship of mutual financial and emotional support. By registering your relationship, you are making a historical record of your relationship. Your relationship will also be recognized by the city in its operations. If you are an employee of the city, registering conveys certain employment benefits. The registration program also includes a website of employers in the area that provide domestic partner benefits.

What are the requirements for registering? Registrants must affirm that:

1. We are engaged in a committed relationship and intend to remain together indefinitely.
2. We are at least 18 years of age and have the capacity to enter into a contract.
3. We share a common permanent residence and are jointly responsible to each other for the necessities of life.
4. We are not related by blood closer than permitted for married couples under Illinois marriage laws.
5. Neither of us is registered with another Domestic Partner.
6. Neither of us is in a marriage recognized in the State of Illinois.
7. We understand that the registration of this Domestic Partnership Affidavit creates a domestic partnership of continuous duration until either of us files a Statement of Termination or upon the death of either of us.
8. Each of us agrees to file jointly or separately an Affidavit of Termination with the Urbana City Clerk within 30 days of a change in this domestic partnership such that we no longer meet the criteria herein.

It is **NOT** required that registrants:

- be in a same-sex relationship.
- live in the city of Urbana.
- be citizens of the United States.

What is the process to register as domestic partners?

1. Appear together at the City Clerk's office at 400 S. Vine Street.
2. Present valid photo identification with proof of age.
3. Complete and sign a Domestic Partnership Affidavit before a notary public. The Clerk's office can provide a notary public.
4. Pay \$20.
5. You will receive a certificate of domestic partnership, two wallet sized versions of this certificate, and a resource packet for unmarried partners, and a list of places in the community that recognize domestic partnerships, to the best of the city's knowledge.

How does one terminate the domestic partnership?

You and your partner may jointly or separately terminate your registered domestic partnership at any time by completing and filing a Notice of Termination of Domestic Partnership. If filed separately, this termination shall be mailed to your partner and is not contestable.

Is our record of partnership public?

Yes.

What does it cost?

\$20 (same cost as a marriage license)

What are the benefits of registering?

Registering your relationship:

- provides public recognition of your relationship.
This is particularly important to same-sex couples who can not legally marry in Illinois.
- creates a historical document of your relationship.
As of the date of this ordinance, the local newspaper does not record commitment or other non-marriage ceremonies.
- In Urbana, no more than four unrelated people may occupy a single home or apartment.
Registering your partnership means that you are related and counted as one unit when determining occupancy.
- registers your relationship for the sake of benefits if you are a city of Urbana employee. City employees wishing to register a domestic partnership may choose not to publicly record their relationship by registering through the Personnel office.

What are the benefits of domestic partnership for the City of Urbana employees?

- Paid sick leave to care for your partner – equal to if they were your spouse
- Family medical leave to care for your partner – equal to if they were your spouse
- Bereavement leave – equal to if they were your spouse
- Participation in the employee assistance program with your partner
- Ability to designate your domestic partner as your beneficiary

NOTE: the city is currently working on adding health insurance coverage to the list of benefits.

What are the benefits of the domestic partner registry for area employers?

Employers who offer domestic partner benefits will have one place to go to determine domestic partner status for their employees. A registry can save employers time and paperwork.

What are the benefits for registering as domestic partners as an area employee?

Some area employers provide domestic partner benefits – the largest are the University of Illinois and Carle Clinic. The city clerk maintains a list of area employers who are known by the clerk to provide some or all domestic partner benefits. You will need to check with your employer to determine their benefits and eligibility requirements.

Why does Urbana have a domestic partner registry?

Due to state of Illinois Law (Defense of Marriage Act), same sex partners do not have the legal right to civil marriage. Yet Urbana is home to same sex couples living in committed relationships, sometimes with children and/or extended family. In addition, Urbana is home to heterosexual partners living as unmarried partners, whether because they have not yet married or do not wish to marry.

Urbana has a long, distinguished history of opposing discrimination based on sex orientation and marital status. Urbana was the first city in the state and the nation to pass a human rights ordinance prohibiting this type of discrimination. Our largest employer, the University of Illinois, has a process by which domestic partners are registered for the sake of providing some benefits. Our second largest employer, Carle Clinic, also provides limited domestic partner benefits (excluding health insurance at the time of this document).