

Name
Street Address
City, State, Zip
Home e-mail address

PSEA Legal Division
Fair Share Fee Challenge – Religious
400 North Third Street
P.O. Box 3422
Harrisburg, PA 17105

[Note: if you work in a school district that has a different Union as your bargaining agent (i.e. not NEA-PSEA) please substitute that Union and its address for the address above. The address to file a challenge should be inside the Union's notice]

<<Date>>

IN RE: RELIGIOUS OBJECTION TO COMPULSORY UNION DUES

Dear Sir/Ms.,

I am a non-Union employee in the <<Name of School District>>.

I am in receipt of your notice to fair share fee Payers (“Hudson notice”). This letter serves notice that I am filing a religious objection to the compulsory Union dues (“fair share fees”) that I am forced to pay as a condition of my employment to any and all Unions that have been granted workplace representation rights over me.

Pursuant to the requirements of 71 P.S. § 575(h), I hereby provide you with the following verification that my challenge is based upon sincerely held religious beliefs:

[Add explanation in own words as to why union representation conflicts with your personal religious beliefs. Mere philosophical or political reasons are not sufficient. An example of a valid reason might be that your faith prevents you from financially supporting any organization that promotes conflict as a means to achieve its objectives. Another reason might be specific examples of how the union promotes a non-educational agenda that conflicts with your religious beliefs.]

In conjunction with the above verification, I hereby assert my religious liberty rights under Article 1 Section 3 of the Pennsylvania Constitution:

“All men have a natural and inalienable right to worship Almighty God according to the dictates of their own consciences; no man can of right be compelled to attend, erect or support any place of worship or to maintain any ministry against his consent; no human authority can, in any case whatever, control or interfere with the rights of conscience, and no preference shall ever be given by law to any religious establishments or modes of worship.” *Article 1, Section 3, PA Constitution.*

Please respond as to whether or not you agree to my religious objection and also respond with a list of registered charities so we can decide which nonreligious charity is *mutually agreeable* as required by law. 71 P.S. § 575(h). You and any appointed arbitrator may communicate with me via postal mail [and/or (preferably) via e-mail] at the addresses shown above.

Sincerely,

Name