

NOTICE TO EMPLOYEES

Regarding Religious Dissent to Fair Share Fees for 2017-2018

In accordance with the Illinois Educational Labor Relations Act (IELRA) and Title VII of the Civil Rights Act of 1964, as amended, the Association will reasonably accommodate nonmembers who object to payment of a fair share fee for the 2017-2018 school year pursuant to a bonafide religious belief. Feepayers whose bonafide religious beliefs prohibit payment of fair share fees will be reasonably accommodated if they meet the standards of religious sincerity set forth in *United States v. Seeger*, 380 U.S. 161 (1965) and *Welsh v. United States*, 398 U.S. 333 (1970).

Accordingly, a religious dissent may be based upon a bonafide tenet or teaching of a church or religious body of which the employee is a member. However, the fact that no religious group espouses such belief or the fact that the religious group to which the employee professes to belong may not accept such belief, or the fact the individual is not a member of any church will not determine whether a belief is a religious belief of the objecting feepayer. A sincere religious belief includes beliefs which are sincerely held with the strength of traditional religious views. Religious dissenters who establish an objection based upon a bonafide religious belief, in accordance with the following procedures, will be permitted to make contributions in an amount equal to their fair share fee to a non-religious charitable organization.

In order to file a religious dissent for the 2017-2018 school year, the following information must be provided to the IEA-NEA, Associate General Counsel 100 East Edwards Street, Springfield, Illinois 62704 by the feepayer:

1. A written statement which defines the religious belief involved and which explains why it prohibits payment of a fair share fee;
2. A list of at least three (3) non-religious charitable organizations to which the dissenting employee wishes his/her fair share fee payment to be made in lieu of the fee being paid to the Association.

Once an employee makes his/her religious dissent known, the following procedures will be followed to process a religious dissent:

- a) If the Association and religious dissenter reach agreement upon a non-religious charitable organization, the religious dissenter must transmit, to the Association, the monies being paid in lieu of the fair share fee. Such monies, if check or money order, should be made payable to the mutually agreed upon non-religious charity. Upon receipt of the monies, the Association will make appropriate adjustments to its records regarding the employee's fair share status for the 2017-2018 school year and then transmit the monies directly to the agreed upon charity. **All transmission of monies to the mutually agreed upon charity must be sent by the Association in order for the employee to be treated as a religious dissenter and to be in compliance with applicable rules, regulations and procedures governing religious dissent.**
- b) If the Association and a dissenting employee are unable to reach mutual agreement regarding the processing of said dissent, the dispute can be submitted, by either party, to the Illinois Educational Labor Relations Board (IELRB) in accordance with the IELRB Rules and Regulations regarding Fair Share Fee Objections and Section 11 of the IELRA regarding religious dissent.

If you have failed to request accommodation because of an understanding that your objection to payment of fair share fees does not meet the test of sincere religious belief because it was not based on a tenet of a church of which you are a member, you should contact the IEA-NEA Associate General Counsel, or the IELRB at 160 N. LaSalle Street, Suite N-400, Chicago, IL 60601-3170 (1-800-252-8076) or the IELRB at One Natural Resources Way, Springfield, IL 62702-6302 (217-782-9068). You may be eligible to have any fair share fee the IEA transferred to a mutually agreed upon non-religious charitable organization.

If you have any questions regarding making a religious dissent to fair share fee payments, please contact the IEA-NEA Associate General Counsel (1-800-252-8076) or the IELRB.

This Notice is posted pursuant to an agreement between the IEA and the United States Equal Employment Opportunity Commission which enforces federal laws against discrimination on the basis of religion. If you have any questions about this notice or about your rights under Title VII of the Civil Rights Act of 1964, please contact the EEOC at 500 West Madison Street, Suite 500, Chicago, IL 60661 (1-800-669-4000).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE REMOVED OR DEFACED