

## **When Values Collide: Teachers, Unions and the Charity Option**

### ***Background***

As a Washington state teacher, you pay an average of \$760 in union fees each year to the Washington Education Association (WEA) and its affiliates. Union officials will probably never tell you that a large portion of your money is used for ideological activities that aren't related to workplace representation or student academic achievement.

The union's ideological activities include controversial support of abortion and contraceptives for children, family planning clinics in schools, affirmation of homosexuality, opposition to parental choice, and open attacks on religious organizations. These have all taken the form of resolutions, programs, or expenditures of the National Education Association (NEA).

Many teachers have sincere religious convictions that are violated by these causes. Fortunately, they are protected by federal law, which says teachers cannot be forced to financially support a union in violation of their sincerely-held personal religious beliefs. Through a simple process, teachers can become "religious objectors." This means they are no longer members of the union and 100 percent of their union fees are redirected to a charity they help choose.

You may agree or disagree with the union's social and political agenda. Regardless, many teachers believe it is wrong for the union to charge everyone for workplace representation, but then use that money to promote their own, unrelated agenda.

### ***What does the law say about your religious rights?***

Title VII of the federal Civil Rights Act says two things about your religious beliefs and unions:

- 1) Unions cannot discriminate against your sincerely held religious beliefs, and
- 2) Unions must attempt to reasonably accommodate your religious beliefs.

Courts have ruled that "reasonable accommodation" includes the right to opt out of a union based on religious conviction. Then, depending on state law and specific union contracts, teachers can keep a portion of their union dues or fees or send the money to charity. In a right-to-work state, teachers can simply resign union membership and pay nothing to the union. However, in a forced-fee state like Washington, teachers still have to pay agency-fees -- but they can redirect this money to charity.

### ***What does it take to become a religious objector?***

The first step is to become better educated about union practices and policies. After seeing the evidence, many teachers are unable to support a union that is involved in activities that violate their sincere religious beliefs. The following pages document many of these controversial union activities and provide a "how-to" for teachers who have religious objections to supporting these causes.

## Why should I be concerned?

With over 2.7 million teachers, the National Education Association (NEA) is one of the largest unions in the nation, controlling nearly \$1 billion in estimated annual revenue. Its Washington state affiliate, the Washington Education Association (WEA), is the state's largest public employee union, with over 76,000 members. Together, these unions claim to represent the diverse interests of their membership -- but their programs and policies tell a different story. The NEA and WEA are involved in many activities that are unrelated to workplace representation or student academic achievement -- some of which violate the sincere religious beliefs of countless teachers. The following pages describe these activities by examining union resolutions, programs, and expenditures:

### ***Promoting abortion***

The NEA outlines its position on abortion in its own [Resolution I-12 \(2003\)](#), which states: "The NEA supports family planning, including the right to reproductive freedom." And according to the NEA's own literature, "reproductive freedom" includes the right to have an abortion.<sup>1</sup> This same resolution also "urges the implementation of community-operated, school-based family planning clinics that will provide intensive counseling by trained personnel." But many teachers believe it is the primary responsibility of parents, not schools, to provide counseling on such a controversial issue.

Most teachers don't even believe the NEA should hold an official position on abortion. An Ohio survey revealed the following: only 10% of teachers believe their professional education association should take a position in favor of reproductive freedom; 8%, believe their association should be officially opposed to abortion; and 82% believe that their association should take no position on the issue.<sup>3</sup>

The Washington Times reports that a group of pro-life delegates at the NEA's 2003 annual convention pleaded with the union to stop using the term "reproductive freedom" in its resolutions because it [advocates abortions for teenage students](#).<sup>2</sup> Addressing a family planning resolution, a junior high school language arts teacher named Judy Burns said, "We'd like it if the NEA would stick to education issues [with its yearly public policy resolutions] and not promote abortion" by using the term "reproductive freedom." Delegates from Ohio, California, Kentucky, and New York also asked the NEA to remove the language, claiming NEA officials have defined the term "reproductive freedom" to include partial-birth abortions. Even the majority of pro-choice advocates do not advocate this extreme position. Regardless, the delegates' request was denied.

Showcasing the diversity of religious beliefs represented by individual NEA members, the Times also says that "more than one-fourth of the 30 [resolution hearing] speakers were pro-life delegates who pleaded with fellow delegates to be consistent with calls for tolerance, diversity, respect for the religious views of all people, and human rights for the unborn."

Resolution I-12 also "urges the government to give high priority to making available all methods of family planning to women and men unable to take advantage of private facilities." Does this include "private facilities" like Planned Parenthood? The NEA won't say. During resolution

hearings, David Kaiser, an elementary school guidance counselor, asked the chairman of the NEA Resolutions Internal Editing Committee, Shirley Cherry, to define these "private facilities." Her response: "[I am not prepared to answer that question to you at this time.](#)"<sup>4</sup> And legally she doesn't have to. Even though NEA members are forced to support these resolutions through mandatory union dues, the NEA isn't required to disclose much because it's a private organization.

We do know a few things for certain. The pro-abortion National Organization for Women has received [financial support from the union](#).<sup>5</sup> And both the NEA and the American Federation of Teachers (AFL-CIO) are listed on the [Leadership Council of the Pro-Choice Public Education Project](#) (PEP), which "consists of pro-choice organizations that can take the messages of PEP to each of their constituencies."<sup>6</sup> The council includes about 40 other pro-abortion organizations such as Planned Parenthood, NARAL Pro-Choice America, and the Religious Coalition for Reproductive Choice.

*1 Deceptions By The Radical Right Against The National Education Association, NEA Human and Civil Rights, 1994, 9.*

*2 George Archibald, NEA Resolution Faces A Challenge, The Washington Times, July 2, 2003.*

*3 Perry L. Glanzer & Travis R. Pardo, Grading The NEA, Focus on the Family, 2000.*

*4 George Archibald, NEA Resolution Faces A Challenge, The Washington Times, July 2, 2003.*

*5 NOW Legal Defense and Education Fund, 1998 Annual Report, 19.*

*6 Pro Choice Public Education Project, www.protectchoice.org, 2003.*

### ***Promoting a homosexual agenda***

The NEA readily admits that its [policies and programs regarding gays, lesbians, and bisexuals](#) "are often a source of controversy -- both internally with Association members, and externally with the media, political decision-makers, and the general public."<sup>1</sup> But Resolution "New B" implies that the entire association supports efforts to promote and legitimize homosexuality,<sup>2</sup> even though at least one state affiliate officially opposed the resolution. Members of the Oklahoma Education Association (OEA) called for withdrawal of the resolution at the 2001 annual NEA convention. President Carolyn Crowder explained that OEA members "determined the language went beyond supporting nondiscrimination to [supporting a social agenda](#)."<sup>3</sup>

The NEA "is pretty out of the mainstream on this issue and on other issues as well," according to Dick Carpenter, an education analyst with Focus on the Family. He says the NEA is "trying to assist homosexual organizations and [promoting a particular belief system](#) that is not necessarily widely held in the public and not necessarily even in their own membership."<sup>4</sup> In fact, a Phi Delta Kappa/Gallup poll shows that 63% of the public is against "teaching about the gay and lesbian lifestyle as part of the curriculum in public schools." Furthermore, "if teaching about the gay and lesbian lifestyle were included in the curriculum of the local public schools," [only 9% believe it should be presented as "an acceptable alternative lifestyle."](#)<sup>5</sup> But NEA officials are guilty of doing just that in the classroom.

The NEA recently partnered with several other homosexual advocacy groups to produce a booklet called Just the Facts About Sexual Orientation & Youth. The booklet not only encourages schools to cultivate an environment that promotes homosexuality, but also plays favorites by [discrediting the testimonies of former homosexuals](#) who have walked away from the lifestyle.

Former NEA president Bob Chase left his mark on the classroom by offering a [strong endorsement of a pro-homosexual video for students](#) called It's Elementary: Talking About Gay Issues in School. Chase believes "schools cannot be neutral when we're dealing with [homosexual] issues.... I'm not talking about tolerance. I'm talking about acceptance. It's Elementary is a great resource for parents, teachers, and community leaders."<sup>6</sup> Chase also presided over the production of Strengthening the Learning Environment: A School Employees Guide to Gay and Lesbian Issues, a resource manual designed to help teachers [nurture a pro-homosexual environment](#).<sup>7</sup>

The WEA is also guilty by association. Freida Takamura works as a field rep for the WEA while serving on the National Board of the Gay, Lesbian, & Straight Education Network (GLSEN). Takamura admits the [WEA has provided financial assistance and resources to support the Washington chapter of GLSEN](#). She says, "Outreach has to happen at GLSEN...when we speak of students" because "their lives are still before them as healthy adults."<sup>8</sup> Unfortunately, GLSEN's definition of a "healthy adult" doesn't sit well with many teachers. Takamura also co-chairs the "Safe Schools Coalition," which [receives an unspecified amount of money from the WEA](#) to serve the interests of advocates for gay, lesbian, bisexual, and transgender issues.<sup>9</sup>

The WEA also gave support to another gay-advocacy group called Hands Off Washington. WEA officials allocated \$75,000 toward defeating two initiatives related to gay rights, while offering staff support and engaging in a member outreach campaign.<sup>10</sup>

[Resolution B-7 \(2001\)](#) claims that "similarities and differences among...sexual orientation...form the fabric of our society." The resolution also "encourages affiliates and members to become part of programs and observances that may include cultural and heritage celebrations and history months" for gay, lesbians, and bisexuals.

The WEA co-sponsored and helped fund one such program called the [Links and Alliances 99 Conference](#), which invited children as young as 14-years-old to join in sexually related relationship discussions with adults up to 20-years-old.<sup>11</sup> The conference featured workshops on emotions, dating relationships, and safe sex, and culminated with an evening dinner and dance. Conference organizer Brenda Newell stressed that the event would provide gay, lesbian, bisexual, and transgendered youth with access to "healthy role models." Some teachers, however, may object to the WEA's definition of a healthy role model.

At the NEA's 2001 annual convention, union officials tried to adopt a new business item directing the union to embark on activities and programs regarding homosexual policies. The issue did not gain support at the NEA convention, and was withdrawn. However, despite the lack of a vote, NEA President Bob Chase assigned a Task Force on Sexual Orientation, saying the NEA would not be "backing away" from the issue. The NEA spent over a year -- and a lot of

money -- on this special 19-person task force. The result was a [68-page report that](#) establishes NEA practice, policy, and philosophy regarding gay, lesbian, bisexual, and transgendered education and employee policies.

The Task Force report endorses a provision in collective bargaining agreements that “prohibits employment discrimination based on [sexual orientation],”<sup>12</sup> while [Resolution B-9 \(2001\)](#) calls for “positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse education employees in our public schools.”

According to the Task Force, “a long-standing NEA policy objective has been to achieve equal treatment for all education employees in terms of [employer-provided fringe benefits](#),” and “although some progress has been made in this regard, there is still a long way to go in order to achieve the desired equal treatment for gay, lesbian, bisexual, and transgendered education employees.”<sup>13</sup> The evidence of this “progress” includes a study by the Kaiser Family Foundation which “determined that 14% of all state and local government employers offer domestic partner benefits to same-sex couples, and that 16% of all private sector employees are employed by firms that offer such benefits.”<sup>14</sup> Further, [Resolution F-11 \(2001\)](#) asserts that “domestic partners...should have equal access to all benefits” enjoyed by educational employees.

With this in mind, it's no surprise that the National Organization for Women (NOW) has received NEA financial support<sup>15</sup> while [promoting same-sex marriages](#) and attacking anyone who feels otherwise. The NOW website urges its users “to oppose the right wing fundamentalists who want to amend the Constitution in order to permanently exclude lesbians and gays from the right to marry.”<sup>16</sup> According to NOW, House Joint Resolution 56 is a “staunchly anti-gay proposed Amendment that would define marriage, in the U.S. Constitution, as strictly between a man and a woman.”

*1 Report Of The NEA Task Force On Sexual Orientation, NEA, 2002, 41.*

*2 Resolution "New B" was a combination of Resolutions B-7, B-9, and C-27 (2001), all dealing with sexual diversity.*

*3 Julie Foster, Homosexual Agenda Promoted By The NEA?, WorldNetDaily.com, June 21, 2001.*

*4 Ibid.*

*5 Stanley M. Elam, Lowell C. Rose, and Alec M. Gallup, The 28th Annual Phi Delta Kappa/Gallup Poll of the Public's Attitudes Toward the Public Schools, Phi Delta Kappan, September 1996, 55.*

*6 Dick Carpenter, Travis Pardo & Charlene Haar, Education's Iron Triangle: Uncovering the Values and Beliefs of the NEA, AFT, and PTA, 2002.*

*7 Bob Chase, NEA President Bob Chase's Historic Speech from 2000 GLSEN Conference, October 7, 2000.*

*8 GLSENAlert: Teaching Respect For All '99, Gay, Lesbian, and Straight Education Network, May 5, 1999.*

*9 The WEA is mentioned as a donor on the Safe Schools Coalition website: [http://safeschoolscoalition.org/about\\_us.html#OurDonors](http://safeschoolscoalition.org/about_us.html#OurDonors)*

*10 Letter to Building Representatives from WEA President C.T. Purdom, May 19, 1994.*

*11 Michael C. Bradbury, State legislators call GLBT youth conference age-*

*inappropriate, Seattle Gay News Online, October 22, 1999.*

*12 Report Of The NEA Task Force On Sexual Orientation, NEA, 2002, 43.*

*13 Ibid, 44.*

*14 Employer Health Benefits: 2001 Annual Survey, Kaiser Family Foundation and Health Research and Education Trust, 2001.*

*15 NOW Legal Defense and Education Fund, 1998 Annual Report, 19.*

*16 Say No to Marriage Discrimination in the Constitution, National Organization for Women, www.now.org, September 2, 2003.*

### **Opposing parental choice**

Education experts cite a study of the first eleven states that adopted charter schools in saying that "much of the opposition to the laws came from teachers' unions. In Michigan and Minnesota, NEA state affiliates intimidated and threatened universities planning to start charter schools. State affiliates announced that they would, among other things, use their power to hinder university students from teaching in the community."<sup>1</sup>

The NEA and WEA seem bent on usurping parents' authority over the education of their children, and through various resolutions the NEA consistently takes aim at educational options that give more power and choice to parents:<sup>2</sup>

- Home-schooled students should not be allowed to participate in any extracurricular activities in the public schools, [even if funding is provided by the state](#)<sup>3</sup> ([B-69, 2003](#))
- Public schools should assume a leading role in sex education by providing information on birth control, diversity of sexual orientation, sexually transmitted diseases, incest, and sexual abuse (B-32, 1992)
- Children should have direct confidential access to health, social, and psychological services, including access to and instruction in the use of birth control ([C-22, 2001](#))
- Public schools should have early childhood education programs for children from birth through age eight that include "developmentally appropriate and diversity-based curricula" ([B-1, 2003](#))
- Schools should provide counseling for kids who are struggling with sexual orientation (C-24, 1992)
- Teachers and librarians should be able to choose curriculum and books without censorship ([E-3, 2001](#))

[Resolution C-28 \(2002\)](#) may have some admirable goals for students who are struggling with their sexual identity: "Every school district and educational institution should provide counseling services and programs that deal with high suicide and dropout rates and the high incidence of teen prostitution." But [Resolution B-39 \(2001\)](#) implies that "freely available information and knowledge about sexuality" is necessary "to facilitate the realization of human potential," while [Resolution B-40 \(2001\)](#) explains that "appropriately established sex education programs should

include information on...diversity of sexual orientation...[and] homophobia." Many parents feel a deep religious conviction to decide what's "appropriate" for their own children, and would rather provide this counseling in their homes, churches, synagogues, or mosques.

[Resolution B-68 \(2001\)](#) claims that "home schooling programs cannot provide the student with a comprehensive education experience." According to NEA spokeswoman Kathleen Lyons, B-68 expresses the "long-standing position of the association."<sup>4</sup> Lyons also implies that the NEA is better equipped than parents to choose what's best for their children: "It's our feeling that [public schools are the best choice for parents](#). What we want to do is to ensure that that truth is more than our belief - that it is a fact."

The Washington Times observes that "during the past year, the NEA's Resolutions Committee has compiled more than 300 policy positions that take stands on a wide variety of contentious issues not related to education, including advocacy of homosexual and transgendered lifestyles, and criticism of capital punishment."<sup>5</sup> The chairman of the NEA Resolutions Internal Editing Committee, Shirley Cherry, defends the NEA practice of [taking positions on issues that are better left to personal conviction](#): "As educators, everything is related to our children, and we have to look out for the best interests of our children, students and educators."<sup>6</sup> While this certainly is a worthy goal, should it be pursued at the expense of parental choice and personal conviction?

Representatives of the Marysville Education Association (MEA) certainly believe schools should have more say in where, how, and when children are educated. Responding to an injunction brought against the union and district by strike-weary parents in October 2003, union attorney Mitch Cogdill said: "The [parents have absolutely no standing](#) to bring this lawsuit." They "are not real parties in interest to any dispute between the Marysville School District and the Marysville Education Association."<sup>7</sup>

The NEA Task Force on Sexual Orientation advises that the NEA "should continue -- and expand -- its efforts to provide students, education employees, and the general public with accurate, objective, and up-to-date information regarding the needs of, and problems confronting, gay, lesbian, bisexual, and transgendered students in their schools, their homes, and society in general."<sup>8</sup> The real problem is that the NEA believes it should be the final authority on defining "accurate" and "objective."

A number of faiths require that parents maintain primary responsibility for educating their children about certain issues. Many in the Christian church believe that Proverbs 22:6 commands parents to "train a child in the way he should go, and when he is old he will not turn from it," while Deuteronomy 6:5-7 declares: "Love the Lord your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up."<sup>9</sup> For some who believe in the Bible, these are marching orders, not suggestions. Many people of faith are compelled to honor commands like these because they -- not the NEA -- will be held accountable to them.

*I Dick Carpenter, Travis Pardo & Charlene Haar, Education's Iron Triangle: Uncovering the Values and Beliefs of the NEA, AFT, and PTA, 2002 (regarding*

*Joe Nathan, Charter Schools: Creating Hope and Opportunity for American Education, 1996, 93-109).*

*2 Perry L. Glanzer & Travis R. Pardo, Grading The NEA, Focus on the Family, 2000.*

*3 One Word in Home-Schooling Resolution Causes Long Debate, Mike Antonucci, The Education Intelligence Agency, July 5, 2003*

*4 Julie Foster, NEA vs. home schools: Union opposes nearly every aspect of parent-directed education, WorldNetDaily.com, September 10, 2000.*

*5 George Archibald, NEA Resolution Faces A Challenge, The Washington Times, July 2, 2003.*

*6 Ibid.*

*7 Lynn Harsh, Union says Marysville parents have no standing, Evergreen Freedom Foundation, October 15, 2003.*

*8 Report Of The NEA Task Force On Sexual Orientation, NEA, 2002, 40.*

*9 The Holy Bible, New International Version, 1996.*

### **Freedom of association**

Washington state teachers must pay an average of \$760 to the NEA and its state affiliates each year or find another job, unless they jump through union hoops to become objectors. This forced association violates the religious convictions of some teachers.

In Regarding My Religious Beliefs Concerning Unions, Charles W. Baird, Professor of Economics at California State University, states that "the obligations of Christianity, whether Protestant or Catholic, include abstinence from all forms of coercion and violence."<sup>1</sup> He appeals to several papal encyclicals in explaining that workers should never be forced to "join or support unions whose actions are either unchristian or contrary to the public interest." As Baird understands Pope Pius XI, "[freedom of association clearly includes the freedom not to associate.](#)"

Reverend John A. Heys of the Protestant Reformed Church of America further explains that practicing Christians may not be "unequally yoked" with unbelievers. He says union membership "may not be sanctioned when it puts one in the position where he will have to behave contrary to the words that proceed from God's mouth. [Unequally yoked with the unbeliever](#), he will have to do things the unbeliever's way."<sup>2</sup> He also believes that "joining a union of unbelievers, swearing loyalty to its constitution, [and] voluntarily sitting down with them to make policy is agreeing to a program" that is often contrary to a biblical worldview.

Several churches also have [statements of faith that caution against association with a union](#) under certain circumstances:<sup>3</sup>

- Christian Reformed Church of America: "Church membership and membership in a labor union are compatible as long as the union does not warrant or champion sin in its regular activities. Church members should discontinue membership in any unions whose common practices are clearly in conflict with the principles of the Word of God. Christian conscience cannot condone membership in a union if it continues in sinful practices in spite of protests against them."

- Roman Catholic: "The role of unions is not to 'play politics' in the sense that the expression is commonly understood today. Unions do not have the character of political parties struggling for power; they should not be subjected to the decision of political parties or have too close links with them. In fact, in such a situation they easily lose contact with their specific role, which is to secure the just rights of workers within the framework of the common good of the whole of society; instead they become an instrument used for other purposes."<sup>4</sup>
- Seventh-day Adventist: "A Seventh-day Adventist cannot either join or support a labor union because: 1) His allegiance to Christ forbids it. 2) The Scriptures do not permit it. 3) The Law of God rejects it. 4) The Spirit of Prophecy counsels against it. 5) The law of service does not harmonize with it. 6) It is contrary to baptismal views. 7) The Seventh-Day Adventist Church clearly exhorts otherwise."<sup>5</sup>

*1 Charles W. Baird, Regarding My Religious Beliefs Concerning Unions, September 24, 2001.*

*2 Rev. John A. Heys, Labor Union Membership In Light Of Scripture, Protestant Reformed Church of America, 2001.*

*3 Churches On Unionism And Labor, Labor Watch, Capital Research Center, July 2003.*

*4 Pope John Paul II, Laborem Exercens (encyclical).*

*5 W. Melvin Adams, Seventh-Day Adventists and Labor Unions.*

### **Compulsory strikes**

For teachers who have religious reasons for abstaining from labor strikes, union membership presents a sticky situation. Section 4(c) of the WEA Bylaws threatens that its members may be "expelled or suspended from membership, censured, and/or fined" for "working as a strikebreaker" or "crossing a picket line of any WEA affiliate in the event of a work stoppage."<sup>1</sup> Teachers aren't even allowed to "give information to a struck employer which tends to undermine the position of the WEA and its affiliates." Under these bylaws, teachers who join the union may be [forced to strike against their will](#) -- and they're not allowed to exercise their right to free speech if their opinion doesn't line up with union policy.

Several walks of faith take strong positions against participating in a strike. For instance, Reverend John A. Heys of the Protestant Reformed Church of America believes there is a "magnified evil in the strike, for then the demand is enforced with a threat. [In the strike the employee assumes the position of being the authority](#). For by the strike he declares, 'You cannot take my job away; but I can do you much harm by stopping production for you.' Where, in all this, is the honor God's Word demands of the employee?"<sup>2</sup>

Heys appeals to passages from the Bible that command submission to those in authority. Colossians 3:22 issues the following command: "Servants, obey your earthly masters in everything; and do it, not only when their eye is on you and to win their favor, but with sincerity of heart and reverence for the Lord," and 1 Peter 2:18 demands submission even under trying circumstances: "Servants, submit yourselves to your masters with all respect, not only to those who are good and considerate, but also to those who are harsh."<sup>3</sup>

Heys further explains, "No one denies the employee in our system the right to refuse to work for an unjust and cruel employer. Let him quit and seek work elsewhere if his unreasonable master will not heed his reasonable requests."<sup>4</sup> But under some forms of religious expression, this freedom does not give an employee the right to threaten or dishonor his employer.

In Regarding My Religious Beliefs Concerning Unions, Charles W. Baird, Professor of Economics at California State University, confesses to witnessing "many episodes of gratuitous violence during [union] strikes that took place in my home town."<sup>5</sup> Baird explains that his father "was a union member only because he was forced to be. He taught me that [the violent strikers, who were almost all professing Christians, were hypocrites because Christianity forbids such behavior.](#)" Participating in a strike amounts to hypocrisy in many religious circles. Baird takes his belief a step further, claiming strikes are in conflict with the teaching of the Catholic church for two reasons: 1) through coercion and compulsory association, strikes do not allow individuals to express their God-given freedom of choice to work during a strike; and 2) he believes Pope John Paul II would consider such behavior an abuse of society by withholding goods and services from the general public. He concludes by stating: "[I cannot support a labor union that seeks to limit rights I believe are God-given.](#)" and "I sincerely believe that I am forbidden by my religious convictions to support the [union] in any way."<sup>6</sup>

*1 WEA Bylaws, Section 4(c), www.wa.nea.org, 2002.*

*2 Rev. John A. Heys, Labor Union Membership In Light Of Scripture, Protestant Reformed Church of America, 2001.*

*3 The Holy Bible, New International Version, 1996.*

*4 Rev. John A. Heys, Labor Union Membership In Light Of Scripture, Protestant Reformed Church of America, 2001.*

*5 Charles W. Baird, Regarding My Religious Beliefs Concerning Unions, September 24, 2001.*

*6 Ibid.*

### **Attacks on religious organizations**

The NEA can't hide its malice toward religious organizations in [Resolution C-14 \(2000\)](#), which condemns "extremist" groups. According to NEA publications,<sup>1</sup> the extremists "include groups or parents with a conservative religious affiliation who criticize the public schools for one reason or another."<sup>2</sup> The NEA specifically warns against groups like Concerned Women for America, Eagle Forum, Family Research Council, Christian Coalition, American Family Association, Focus on the Family, and the Traditional Values Coalition.

More religious angst appears in an NEA newsletter called In Brief. Here, the NEA [defines the "radical right"](#) as "a wide range of groups including free-market conservatives, anti-government and anti-union ideologues, and religious fundamentalists with a political agenda."<sup>3</sup> Then the NEA charges that "radical right extremists... would exclude and devalue people who are poor, people of color, and people who are in any way different from them." According to the NEA, "the ultimate aim of the extreme right is the destruction of public education in America." The union further categorizes the "right wing" as "religious zealots and blatantly racist hate groups"

that work on the local and national level as a "well-organized network of activist organizations, think tanks, and private foundations."

In an apparent attempt to neutralize this "radical right" the NEA supports a number of groups that openly attack religious organizations. One such group is People for the American Way (PAW), which received \$654,000 from the NEA during the past decade.<sup>4</sup> According to their own website, PAW "monitors the power of right-wing groups, documenting their connections, funding, and reporting on their political influence." They warn that "right-wing organizations come in all shapes and sizes, from think tanks to legal groups, local and national lobbying organizations, foundations and media forums. At any given moment, the Right is at work in our public school systems, courthouses, in Congress and state assemblies... [promoting regressive policies that seek to drive wedges between and among Americans.](#)"

PAW refers to organizations like the American Family Association, Christian Coalition, Concerned Women for America, Eagle Forum, Family Research Council, Focus on the Family, National Right to Life Committee, and Traditional Values Coalition as the "radical right" that seeks to [divide America, destroy public education, and persecute homosexuals](#). Their website also implies a "vast right-wing conspiracy" by observing that "these often single-issue groups have the ability to create multi-issue networks that can respond on a wide range of issues." Showcasing signs of "conspiracy" paranoia, they boast of a library that catalogs "over 800 groups and almost 300 individuals documenting their activities and providing information about their efforts to reshape society."

The National Organization of Women (NOW) is another group that receives financial support from the NEA while condemning many religious groups.<sup>5</sup> Regarding legislation to define marriage as the union of a man and woman, NOW levels the following charge: "This anti-gay and anti-marriage initiative comes from the same right-wing crowd that claims to be pro-marriage and pro-family. This mean-spirited attempt at enshrining marriage discrimination in the Constitution reveals that their true agenda is not marriage and family promotion but [discrimination and exclusivity.](#)"<sup>6</sup>

The American Civil Liberties Union (ACLU) authored a study called Report on the Religious Right in Washington State,<sup>7</sup> which takes aim at groups like the American Family Association, Christian Coalition, and Focus on the Family. The report was [financially supported by the WEA](#) (along with the Lesbian and Gay Rights Project of the ACLU Foundation). Frieda Takamura of the WEA and GLSEN is also mentioned as a research assistant for the project.

The ACLU report also promotes a publication called What's Left After the Right: A Resource Manual for Educators,<sup>8</sup> by Dr. Janet L. Jones. The manual was [written for the WEA and funded by the NEA.](#)<sup>9</sup> Its stated goal is to provide basic background information about the "Far Right Movement" and "stimulate more in depth investigations of the Righteous Right." Religious conservatives are colored as "extremists," and Dr. Jones claims that these and other [critics of public education are self-serving, power seeking, out for revenge, or seeking financial gain.](#)<sup>10</sup> After the Right also mentions several "ultra-conservative" organizations as supposed enemies of public education: textbook critics Mel and Norma Gabler, the Heritage Foundation, Pro-Family Forum, Concerned Women for America, Eagle Forum, the American Freedom Coalition, and the

National Association of Christian Educators/Citizens for Excellence in Education. Jones then attacks "the philosophical foundation of ultra-conservatism" while identifying the following causes that receive conservative support: home schooling, traditional family rights, creationism, American patriotism, right to life, and school prayer.

Much like PAW, the ACLU fears that groups like the Christian Coalition and Focus on the Family "have built a powerful political apparatus -- a network of national and local organizations, mailing lists, media, and training schools, with an ability to mobilize followers quickly."<sup>11</sup> The ACLU also observes that the Christian Coalition "is structured like a political party, organized to exert influence from the precinct to the national level." Ironically, this description would fit the NEA and its affiliates if not for one major difference -- teachers are forced to pay for politics, while the Christian Coalition gives its members a choice.

*1 See the following publications: Janet L. Jones, Ed.D., What 's Left After the Right? A Resource Manual for Educators; Brian K. Baker, Censorship in public schools, NJEA Review, May 1997; Deanna R. Duby, Attacks on Public Education & the Radical Right, NJEA Review, April 1996; Bargaining Protection for Public Education: Resource Manual, Michigan Education Association, 1996; Primer on the Extremist Attacks on Public Education, California Teachers Association, Prepared by: CTA Human Rights Department and CTA Division of Government Relations; The Radical Right, Ohio Education Association Mega Conference, March 3-5, 1995; CAPE: Combat Attacks on Public Education, Illinois Education Association, 1996; and The Real Story Behind 'Paycheck Protection' The Hidden Link Between Anti-Worker and Anti-Public Education Initiatives: An Anatomy of the Far Right, NEA, Washington, DC, 1998.*

*2 Perry L. Glanzer & Travis R. Pardo, Grading The NEA, Focus on the Family, 2000.*

*3 NEA Paranoia in Print, Education Reporter, Eagle Forum Education & Legal Defense Fund, July 1998.*

*4 Perry L. Glanzer & Travis R. Pardo, Grading The NEA, Focus on the Family, 2000.*

*5 According to Education's Iron Triangle: Uncovering the Values and Beliefs of the NEA, AFT, and PTA, by Dick Carpenter, Travis Pardo & Charlene Haar, 2002, the NEA contributed \$2,000 to NOW each year from 1991-1994, \$500 in 1995, and \$200 in 1997 (data gathered from NEA Contributions, Strategic Activity 1.3, Component 1). Also see NOW Legal Defense and Education Fund, 1998 Annual Report, 19.*

*6 Say No to Marriage Discrimination in the Constitution, National Organization for Women, www.now.org, September 2, 2003.*

*7 Dan Junas, Report on the Religious Right in Washington State, American Civil Liberties Union, 1995.*

*8 Janet L. Jones, What's Left After the Right? A Resource Manual for Educators.*

*9 Suzanne U. Clark, Brownshirts in the Classroom, 1992.*

*10 Psychological Adjustments in Public Schools, Watchman Fellowship, www.watchman.org, 2003.*

*11 Dan Junas, Report on the Religious Right in Washington State, American Civil Liberties Union, 1995.*

### **Supporting candidates with conflicting beliefs**

Regarding NEA support of abortion and pro-abortion candidates, Charles W. Baird, Professor of Economics at California State University, says that "as I understand [Pope John Paul II], unions leave their legitimate spheres of influence when they...become involved in these public policy issues instead of securing the legitimate rights of workers."<sup>1</sup>

Confirming its political agenda, the NEA Task Force on Sexual Orientation (TFSO) believes the NEA should "develop, and make available to affiliates, model legislation" for prohibiting employment discrimination based on sexual orientation, and "[offer legal, technical, and other support services to affiliates that are seeking to enact this type of state/local legislation](#) where it does not exist, and to strengthen such legislation where it does exist."<sup>2</sup>

Education policy experts explain that "membership dues from the general fund are used to support [the NEA's liberal] agenda both directly (e.g., soft-money contributions to the Democratic party) and indirectly (e.g., paying political staff, purchasing materials used to collect NEA-Fund assets, employing political directors who coordinate fund-raising, setting up computer networks, and printing or distributing literature asking for PAC contributions)."<sup>3</sup> In the same manner, each year the WEA's Political Action Committee (WEA-PAC) reports receiving "in-kind" contributions from the WEA general fund, which is financed through member dues. These contributions are usually in the form of employee services, consulting services, legal fees, meeting expenses, overhead, and supplies. The value of employee services alone usually exceeds \$10,000 per month. Between 2000 and 2003 the WEA contributed over \$900,000 from its general fund to the WEA-PAC.<sup>4</sup>

According to the Washington Times, the NEA's chief lobbyist openly admits the NEA will try to replace President Bush with a 'pro-education' Democratic president in 2004 by targeting the 16 most contested states of the 2000 elections.<sup>5</sup> Randall J. Moody, the NEA's federal policy manager, expresses the same sentiment by saying, "[we may find some right-wing Republicans that we can take out](#)" in House and Senate races. Moody also says the NEA will recruit "moderate" House and Senate candidates; conduct polling and raise funds for candidates it supports; provide direct mail to members; and "turn out the vote."

During the 2000 presidential race, the NEA sponsored four paid political operatives to work on the Al Gore Florida campaign. Forms filed with the Federal Election Commission show the union spent more than \$1 million on phone calls, email, and direct mail efforts to support Gore in the first two weeks of October alone -- all in one state. The Education Policy Institute notes that [the NEA "employs more full-time paid political operatives than the Democratic and Republican parties combined."](#)<sup>6</sup>

The Alliance for Traditional Marriage and Values says that "while NEA resolutions do not directly effect policy changes -- they are merely statements of philosophical belief -- the union members' collective might often carries weight in legislative arenas."<sup>7</sup> By way of proof, [the NEA ranked as the third-largest contributor to political candidates and organizations in the entire](#)

[nation during the 1998 elections](#) -- and of the NEA's \$3.4 million contribution, 95% went to Democrats and 5% to Republicans.<sup>8</sup> But these numbers fall short of reflecting the true diversity within the NEA. In fact, the NEA conducted a survey of its own membership to determine voter registration,<sup>9</sup> and found the following results:

Democrat	Republican	Independent	Undecided
49%	33%	15%	3%

A similar survey of union members taken by the National Center for Education Information<sup>10</sup> found these results:

Democrat	Republican	Independent	Undecided
42%	29%	25%	4%

Yet still the NEA leadership team endorsed Bill Clinton for President by 88 percent in 1992.<sup>11</sup> And since 1979, the NEA has only endorsed and provided resources for the election of Democratic presidential candidates. The NEA's presence at the National Party Conventions is also heavily slanted toward liberal politics, as the following numbers of NEA Delegates and Alternates indicate:<sup>12</sup>

Year	Democrat	Republican
1996	416	34
1992	365	25
1988	380	32
1984	370	28
1980	481	19
Average	402	28

Dan Cronin, director of legal information for the National Right to Work Foundation, is also concerned that [the NEA strongly supports so many pro-abortion justices](#). "The main point here is they're using dues that were confiscated from workers -- who had to pay these dues in order to get or keep a job as a condition of employment -- to support a radical social agenda that a lot of their members don't agree with."<sup>13</sup>

In light of this evidence, it's hard to believe former NEA President Keith Geiger's claim: "As one of the most democratic organizations in the world, NEA policy reflects the different perspectives of the association's vast and diverse membership and the students they serve."

1 Charles W. Baird, *Regarding My Religious Beliefs Concerning Unions*, September 24, 2001.

2 *Report Of The NEA Task Force On Sexual Orientation*, NEA, 2002, 42.

3 Perry L. Glanzer & Travis R. Pardo, *Grading The NEA*, Focus on the Family, 2000.

4 WEA-PAC files a "C4" form each month detailing these received in-kind contributions on schedule B. See <http://hera.pdc.wa.gov/wx/fieldsearch.asp> (Filer Name is WA EDUCATION ASSN PAC and Form Type is C4).

5 George Archibald, *Teachers Union Will Target Swing States In '04*, Washington Times, June 30, 2003.

6 Charlene K. Haar, *Teachers' Unions: Roadblocks to Reform*, The American Enterprise, September/October 1996.

7 Julie Foster, *Homosexual Agenda Promoted By The NEA?*, WorldNetDaily.com, 2001.

8 *The Big Picture: Serious Money: The Top 100 Overall Contributors*, Center for Responsive Politics, 1998

9 Dick Carpenter, Travis Pardo & Charlene Haar, *Education's Iron Triangle: Uncovering the Values and Beliefs of the NEA, AFT, and PTA*, 2002.

10 Feistritz, *Profile Of Teachers In The U.S.*, National Center For Education Information, 1996, 49.

11 *The Politics Of The NEA*, The Phyllis Schlafly Report, August 1992.

12 Dick Carpenter, Travis Pardo & Charlene Haar, *Education's Iron Triangle: Uncovering the Values and Beliefs of the NEA, AFT, and PTA*, 2002. For comparison, the NEA had more delegates and alternates at the 1996 Democratic convention than any state except California which had 423 delegates and 61 alternates. Data obtained from the Democratic National Committee.

13 Jim Brown, *Pro-Abortion Agenda Bolstered By Teachers' Union Dues*, AgapePress, January 22, 2003.

## How can I become a religious objector?

The following guidelines will be helpful if you're considering becoming a religious objector and want to redirect your union fees to charity. However, we also urge you to seek knowledgeable legal advice regarding your specific case. The [National Right to Work Legal Defense Foundation](#) (NRTW) will provide free legal assistance to anyone who has a sincere religious objection to financially supporting a union. Please [click here](#) for more information.

Religious objectors can be certain that 100 percent of their union fees are directed to charities they are comfortable supporting, instead of causes that violate their religious beliefs. The process is simple:

### ***Consider your religious beliefs***

This means you must educate yourself about union practices and policies. Then, if you cannot support the union because of practices or policies that are inconsistent with your sincere religious beliefs, you are eligible to request a religious accommodation.

Legal experts advise teachers to begin the religious objection process by identifying a sincerely-held religious belief that is in conflict with a union practice or policy. Courts often define protected religious beliefs by ruling that there must be a conflict between the employee's religious conviction and a work requirement (i.e., paying fees to a union that promotes causes that violate your religious beliefs).<sup>1</sup>

Title VII of the Civil Rights Act does not cover political or philosophical beliefs; it only protects sincere religious beliefs. There is one key question for determining whether a belief is religious instead of political or philosophical: Is the belief based on an obligation to some "higher power" (e.g., a supernatural being, multiple gods, a spiritual force)? Are you simply opposed to unions and their politics in general -- or does a faith-based obligation require you to break ties with the union?<sup>2</sup> If your religious beliefs will be violated by supporting the union, then you are qualified to become a religious objector.

### ***Communicate your objection to your union and employer in writing***

After identifying a conflict between your religious beliefs and financially supporting the union, the law requires that you communicate with your union and employer about the conflict. The best way to do this is through a religious accommodation request letter. This isn't the time to condemn or preach against immoral union policy. Instead, the letter should be designed to inform the union and employer about the conflict and persuade them to cooperate with you in working out a solution.

According to NRTW attorney Bruce Cameron, the letter should include a few simple elements. First, you should describe the offensive practice or policy (i.e., paying union fees to promote causes like abortion or homosexuality) and then briefly state that this work requirement is in conflict with your sincere religious beliefs.

Next, explain your religious beliefs. If they are based on the Bible, cite passages that support your beliefs. If your conviction is based on some other authority, such as religious teaching or

church doctrine, then quote the authority and explain how it influences your belief. At this point it also helps to describe how your beliefs have made a practical impact on your life.

Finally, your letter should ask the union and employer to accommodate your religious beliefs by allowing you to redirect your union fees to charity. At this point you should suggest a few charities. When choosing a charity, be aware that teachers usually are not allowed to designate either religious or labor charities. There are some cases in which religious objectors have given to their own church or a religious association, but this is not common. Regardless, you should ask the union to put your fees in escrow until the issue has been resolved.

If you would like free legal assistance with your letter, please [contact us](#). We will put you in touch with Bruce Cameron of NRTW, who will review your letter and contact you with any helpful suggestions.

Once your letter is complete, you should send a copy to affiliates at each level of the union (local, state, regional, and national) that receives a portion of your fees. You should also send a copy to your employer and any supervisors who can help accommodate your beliefs. Be sure to date the letter, as the union will have 60 days to respond. It is best to send these letters certified, return receipt requested.

[Click here](#) for more important information regarding your religious accommodation request letter.

### ***Cooperate toward a solution***

Although the law requires unions and employers to work toward an accommodation once they're aware of your religious objection, common sense (and some case law) suggests you cooperate with them in settling the religious conflict.<sup>3</sup> While Title VII guards against religious discrimination, it also offers some legal protection for unions and employers: they do not have to offer an accommodation that causes them undue hardship. The U.S. Supreme Court has defined "undue hardship" as a minimal cost.<sup>4</sup> Such a low standard should compel you to work toward a solution that will be convenient and cost-effective for the union and your employer.

### ***Troubleshooting***

Cameron estimates that of those who ask to opt out, 98% receive an accommodation without difficulty. Even so, there are a few things to consider in case unions try to stand in the way of your rights.

Unions cannot insist you belong to a specific church before granting a religious accommodation. If your beliefs are supported by church doctrine or a letter from clergy, it is best to provide these resources to the union. However, court decisions only require employees of faith to have sincere and personal religious beliefs.

Also be aware that unions cannot specify any time restriction for submitting a religious accommodation request. Federal law does not impose any such conditions. Don't be fooled if the union tries to say you've run out of time and it's too late to make a religious accommodation

request -- even if it's written into your contract. Teachers must determine for themselves when they come to a point where supporting the union violates their sincere religious beliefs.

If the union refuses to accommodate your religious beliefs, this may be an act of religious discrimination. In such a case, we recommend that you immediately consult NRTW attorney Bruce Cameron for advice. He will advise you to file a religious discrimination charge with your local branch of the [Equal Employment Opportunity Commission](#)<sup>5</sup> (EEOC). You should also file a charge with the [Washington Human Rights Commission](#)<sup>6</sup> (HRC). These two organizations will cooperate to investigate your claim, but neither has the authority to force an accommodation.

If your religious accommodation request is denied, it's best to file charges within 180 days. (In Washington, this time period can be extended to 300 days.) Cameron offers a few suggestions for filling out the charge: 1) Make sure the description of your religious beliefs is accurate and consistent with your accommodation request letter to the union. 2) Include the name and address of every entity that failed to accommodate you, or you may lose the right to pursue further legal action against that party. 3) Avoid referring to any specific statute—simply state the facts regarding the union or employer's failure to accommodate your beliefs.

After charges have been filed, the EEOC will contact the parties involved and begin an informal investigation process. During the investigation, the EEOC will act as a neutral third party to shed light on all the facts and to resolve the case. There are several possible outcomes: 1) Simply hearing from the EEOC may cause the union and employer to settle the case once they realize you're serious about protecting your religious rights. 2) An agreement may be reached during the EEOC process. 3) The EEOC may go to court and file suit against the parties listed on your charge at no cost to you. 4) The EEOC also may choose to take no further action if an agreement is not reached. At this point you would have 90 days to pursue the matter personally in court.

### ***Count the cost***

Teachers should be aware that they may lose some benefits by opting out of the union. Unions typically prevent nonmembers from: 1) holding union office, 2) voting on union elected officers, and 3) keeping their union-provided legal liability insurance. Some locals also may prevent nonmembers from voting on workplace issues like their contract.

However, there are some options to either protect or replace these benefits. For instance, federal law prohibits a union or employer from discriminating against nonmembers in the wages, benefits, or other employment conditions covered by a collective bargaining agreement. This means religious objectors will keep the same pay, benefits and seniority as union members.

Teachers also have other options for securing liability insurance apart from the union. Most school districts provide coverage for their teachers. If this is not an option, many renter or homeowner insurance policies will allow the addition of a liability clause to the policy.<sup>5</sup>

As an alternative to the WEA and NEA, many [independent teacher organizations](#) offer liability insurance. In many cases, these policies provide more comprehensive protection for teachers. For example, policies provided by the school district and union are often written on behalf of the organization, not the individual teacher. This gives the district and union power to decide how

far they will represent each teacher based on the organization's best interest. On the other hand, independent teacher associations often offer insurance policies that are written for the individual teacher. This gives teachers the freedom to choose an independent attorney to represent them.

Some independent teacher associations offer teacher scholarships, classroom grants, regional workshops, member newsletters, resource exchange networks, and national conventions. This sounds similar to the NEA, but there is at least one major difference: these organizations do not use member dues to promote issues that are unrelated to workplace representation and education. Instead, groups like Northwest Professional Educators and the Association of American Educators focus on issues directly related to the classroom.

*1 Dues And Don'ts, Capitol Resource Institute, 2002.*

*2 Bruce N. Cameron, Union Dues And Religious Do Nots, National Right To Work Legal Defense Foundation, 1999.*

*3 Ibid.*

*4 TWA v. Hardison, 432 U.S. 63 (1977).*

*5 U.S. Equal Employment Opportunity Commission, Federal Office Building, 909 First Avenue, Suite 400, Seattle, WA 98104-1061, (800) 669-4000.*

*6 Washington Human Rights Commission, Olympia Headquarters Office, 711 S. Capitol Way, #402, P.O. Box 42490, Olympia, WA 98504-2490, (800) 233-3247.*

*5 Conversation with Bruce N. Cameron, National Right To Work Legal Defense Foundation, 2003.*

## Religious objector evidence

This page offers links to all of the source material from the content of [ichoosecharity.org](http://ichoosecharity.org), along with links to additional material that we were unable to cover in this website. Check back for additional evidence as we continue to track how the WEA and NEA spend teacher dues.

### ***Promoting abortion***

#### [A Tale of Two Marches](#)

Tim Drake | National Catholic Register | May 16-22, 2004 | [Archive](#)

It was the best of times. It was the worst of times. On April 25, pro-abortion marchers descended upon Washington, D.C., in droves — homosexual protestors, cross-dressers, half-clothed women and radical feminists with a bevy of aging Hollywood starlets leading the throng.

#### [The Teachers' Union Controversy](#)

Fox News | April 26, 2004 | [Archive](#)

Why is the NEA joining forces in a "March for Freedom of Choice" tomorrow in Washington with the likes of NARAL, National Organization for Women, the American Civil Liberties Union and other liberal groups?

#### [Teachers' Union Weighs In on Abortion](#)

Fox News | April 23, 2004 | [Archive](#)

The National Education Association, a 2.7 million member teachers' union, is a co-sponsor for the pro-abortion rights March for Women's Lives, angering pro-life educators who say the NEA should stay out of the abortion debate.

#### [Pro-life teachers angered by march](#)

George Archibald | Washington Times | April 19, 2004 | [Archive](#)

Thousands of teachers and school staff who must belong to the NEA are offended by the union's co-sponsorship of a pro-choice march in Washington this Sunday.

#### [NEA's Membership Hangs on for Dear Life](#)

Ken Connor | Family Research Council | [www.frc.org](http://www.frc.org) | July 2, 2003 | [Archive](#)

Teachers urge stop to union promotion of abortion and reproductive freedom.

#### [NEA resolution faces a challenge](#)

George Archibald | The Washington Times | [www.washingtontimes.com](http://www.washingtontimes.com) | July 2, 2003 | [Archive](#)

Pro-life delegates at the annual Representative Assembly urge NEA to stop advocating abortion for teenagers.

#### [Pro-Abortion Agenda Bolstered by Teachers' Union Dues](#)

Jim Brown | AgapePress | [www.agapepress.org](http://www.agapepress.org) | January 22, 2003 | [Archive](#)

NEA supports abortion through union member dues.

#### [Leadership Council of the Pro-Choice Public Education Project](#)

Pro-Choice Public Education Project | [www.protectchoice.org](http://www.protectchoice.org) | 2003 | [Archive](#)

The NEA is listed on the PEP Leadership Council with about 40 other pro-abortion organizations such as Planned Parenthood.

#### [NOW Legal Defense and Education Fund 1998 Annual Report](#)

NOW Legal Defense and Education Fund | [www.nowldef.org](http://www.nowldef.org) | 2003 | [Archive](#)  
Shows NEA support for pro-abortion National Organization of Women.

#### [Teachers Saving Children: NEA Resolution I-12](#)

Teachers Saving Children | [www.teacherssavingchildren.org](http://www.teacherssavingchildren.org) | 2002 | [Archive](#)  
Organization of pro-life teachers and other concerned citizens committed to respect for all human life from conception to natural death.

#### [The National Everything Association](#)

Mike Antonucci | Education Intelligence Agency | <http://members.aol.com/educationintel> | August 2001 | [Archive](#)  
Details NEA objectives unrelated to education, such as New Business Item 57 (2001) which charges the NEA to "disseminate information about stem cell research."

Deceptions by the Radical Right against the National Education Association

National Education Association | 1994

NEA definition of reproductive freedom "refers to dual rights -- the rights to abortion and to carry a pregnancy to term."

#### ***Promoting a homosexual agenda***

##### [NEA groups protest award to gay studies activist](#)

George Archibald | The Washington Times | July 3, 2004 | [Archive](#)

Leaders of two groups within the National Education Association objected yesterday to plans of union leaders to confer a human rights award tonight on the founder of a homosexual network in schools.

##### [Schools sued over same-sex benefits: Ann Arbor is test case for More Law Center](#)

Maryanne George | Detroit Free Press | [www.freep.com](http://www.freep.com) | September 23, 2003 | [Archive](#)

Thomas More Law Center claims Ann Arbor Public School District violates state law by giving insurance benefits to same-sex partners.

##### [Say No to Marriage Discrimination in the Constitution](#)

Action Alert | [www.now.org](http://www.now.org) | September 2, 2003 | [Archive](#)

Encourages users to "send a loud and clear message to Congress in support of same-sex marriage."

##### [Former Leader of Nation's Largest Teachers Union Called Contender for Top 'Gay' Activist Job](#)

Concerned Women for America | [www.cwfa.org](http://www.cwfa.org) | August 20, 2003 | [Archive](#)

Robert Chase considered for presidency of the Human Rights Campaign (HRC), the nation's largest homosexual pressure group.

[The NEA strikes again: religious counselors are targeted](#)

Dr. Warren Throckmorton | Grove City College | [www.gcc.edu](http://www.gcc.edu) | August 8, 2003 | [Archive](#)  
School district will not refer children to religious agencies for counseling because of NEA materials on sexual orientation.

[NEA Shouts Down Conservative Teacher's Call for Tolerance](#)

Jim Brown & Jenni Parker | AgapePress | [www.agapepress.org](http://www.agapepress.org) | August 4, 2003 | [Archive](#)  
Conservative educator verbally abused after urging NEA to be more tolerant of people on all sides of homosexual issue.

[Psychologist Says NEA Discriminates Against Ex-Homosexuals](#)

Jim Brown | AgapePress | [www.agapepress.org](http://www.agapepress.org) | August 4, 2003 | [Archive](#)  
Intolerance: NEA denies ex-homosexual group, Parents and Friends of Ex-Gays and Gays (PFOX), entrance to its annual convention.

[California Senate Adopts Transsexual 'Rights' Bills](#)

[CNSNews.com](http://CNSNews.com) | July 25, 2003 | [Archive](#)  
Businesses will be fined for discriminating against cross-dressers; foster parents must undergo "sensitivity training" on sexual behavior.

[National Education Association Fails Tolerance Test](#)

Dr. Warren Throckmorton | Grove City College | [www.gcc.edu](http://www.gcc.edu) | July 8, 2003 | [Archive](#)  
NEA against exposing sexually-confused children to a true diversity of opinion concerning the flexibility of sexual orientation.

[The Safe Schools Coalition](#)

Safe Schools Coalition | [www.safeschoolscoalition.org](http://www.safeschoolscoalition.org) | 2003 | [Archive](#)  
Listed under the Donor section, the WEA provides financial support to the Safe Schools Coalition, a gay-advocacy group that targets youth.

[Sexual Orientation Discrimination Map](#)

Lambda Legal | [www.lambdalegal.org](http://www.lambdalegal.org) | 2003 | [Archive](#)  
Map of states which prohibit sexual orientation employment discrimination.

[Teachers' Union Object Of Discrimination Complaint](#)

Jim Burns | [CNSNews.com](http://CNSNews.com) | July 01, 2002 | [Archive](#)  
NEA violates its own resolutions and receives sexual orientation discrimination complaint.

[Report of the NEA Task Force on Sexual Orientation](#)

NEA | [www.nea.org](http://www.nea.org) | May 2002 | [Archive](#)  
Outlines NEA practice, policy, and philosophy regarding gay, lesbian, bisexual, and transgendered education.

NEA drops homosexuality resolution

Associated Press | [www.usatoday.com](http://www.usatoday.com) | July 4, 2001 | [Archive](#)

### [Homosexual agenda promoted by NEA?](#)

Julie Foster | WorldNetDaily.com | [www.worldnetdaily.com](http://www.worldnetdaily.com) | June 21, 2001 | [Archive](#)  
Oklahoma Education Association opposes NEA resolution promoting homosexuality as a social agenda.

### [Employer Health Benefits: 2001 Annual Survey](#)

Kaiser Family Foundation | [www.kff.org](http://www.kff.org) | 2001 | [Archive](#)  
Statistics for employee health benefits offered to domestic partners and same-sex couples.

### [Safe Schools Coalition asks for restricted access for Seattle Scouts](#)

Rebekah Denn | Seattle Union Record | [www.glsen.org](http://www.glsen.org) | December 18, 2000 | [Archive](#)  
State coalition of advocates for gay and lesbian students, including WEA and Seattle Public Schools offices of Comprehensive Health Education and Drug/Alcohol Intervention, asks Seattle Public Schools to restrict the Boy Scouts access to students and school buildings.

### [NEA President Bob Chase's Historic Speech from 2000 GLSEN Conference](#)

Bob Chase | 2000 GLSEN Conference | [www.glsen.org](http://www.glsen.org) | October 7, 2000 | [Archive](#)

### [State legislators call GLBT youth conference age-inappropriate](#)

Michael C. Bradbury | Seattle Gay News Online | [www.sgn.org](http://www.sgn.org) | October 22, 1999 | [Archive](#)  
Gay-advocacy conference links 14-year-old kids with 20-year-old adults for sexually related relationship discussions, dinner, and dance.

Gay Ed for Kids | Doug Ireland | The Nation | June 14, 1999

### [GLSENAlert: Teaching Respect for All '99 \(email\)](#)

Gay, Lesbian and Straight Education Network | [www.glsen.org](http://www.glsen.org) | May 5, 1999  
Freida Takamura admits the WEA has provided financial assistance to the Washington chapter of GLSEN.

### [Just the Facts About Sexual Orientation & Youth](#)

American Psychological Association | [www.apa.org](http://www.apa.org) | 1999 | [Archive](#)  
Sponsored by the NEA and several other gay-advocacy groups, Just the Facts encourages schools to provide a nurturing environment for gays and lesbians while discrediting the testimonies of ex-gays.

### [The 28th Annual Phi Delta Kappa/Gallup Poll Of the Public's Attitudes Toward the Public Schools](#)

Stanley M. Elam, Lowell C. Rose, & Alec M. Gallup | Phi Delta Kappa International | [www.pdkintl.org](http://www.pdkintl.org) | 1996 | [Archive](#)  
Only 9% of the public believes the homosexual lifestyle should be taught in the classroom as an acceptable alternative lifestyle.

### ***Opposing parental choice & responsibility***

#### [Union says Marysville parents have no standing](#)

Lynn Harsh | Evergreen Freedom Foundation | [www.ewffa.org](http://www.ewffa.org) | October 15, 2003

Union attorney says parents "are not real parties in interest" and have "no standing" in a Marysville teacher strike.

### [One Word in Home-Schooling Resolution Causes Long Debate](#)

Mike Antonucci | The Education Intelligence Agency | <http://members.aol.com/educationintel/> | July 5, 2003 | [Archive](#)

Home-schooled students should not be allowed to participate in any extracurricular activities in the public schools, even if funding is provided by the state.

### [NEA resolution faces a challenge](#)

George Archibald | The Washington Times | [www.washingtontimes.com](http://www.washingtontimes.com) | July 2, 2003 | [Archive](#)  
The NEA defends its practice of taking positions on issues that are better left to personal conviction.

### [Feel-good lessons belittle tragedy](#)

George Will | Washington Post | Spokesman-Review.com | [www.spokesmanreview.com](http://www.spokesmanreview.com) | August 27, 2002 | [Archive](#)

The NEA offers tips for parents who are seemingly ill-equipped to discuss the 9/11 attacks with their own children.

### [NEA vs. home schools: Union opposes nearly every aspect of parent-directed education](#)

Julie Foster | WorldNetDaily.com | [www.worldnetdaily.com](http://www.worldnetdaily.com) | September 10, 2000

## ***Freedom of association***

### [Churches On Unionism And Labor](#)

Labor Watch | Capital Research Center | [www.capitalresearch.org](http://www.capitalresearch.org) | July 2003 | [Archive](#)  
Offers views that caution against union membership from several churches.

### [Regarding My Religious Beliefs Concerning Unions](#)

Charles W. Baird | EEOC Affidavit | September 24, 2001 | [Archive](#)  
Request to resign from the California Faculty Association.

### [Labor Union Membership In Light Of Scripture](#)

Rev. John A. Heys | [www.prca.org](http://www.prca.org) | Protestant Reformed Church of America | 2001 | [Archive](#)  
Outlines biblical opposition to union membership

## ***Compulsory strikes***

### [WEA Bylaws](#)

Washington Education Association | [www.wa.nea.org](http://www.wa.nea.org) | 2002 | [Archive](#)

Under Section 4(c) of the WEA Bylaws, teachers who join the union may be forced to strike against their will.

### [Regarding My Religious Beliefs Concerning Unions](#)

Charles W. Baird | EEOC Affidavit | September 24, 2001 | [Archive](#)  
Request to resign from the California Faculty Association.

### [NEA: Warping young minds](#)

Don Feder | Boston Herald | [www.worldnetdaily.com](http://www.worldnetdaily.com) | September 5, 2001 | [Archive](#)  
The NEA preaches disrespect for President Bush and opposes parental authority.

### [Labor Union Membership In Light Of Scripture](#)

Rev. John A. Heys | [www.prca.org](http://www.prca.org) | Protestant Reformed Church of America | 2001 | [Archive](#)  
Outlines biblical opposition to union membership.

### ***Attacks on religious organizations***

#### [Say No to Marriage Discrimination in the Constitution](#)

National Organization For Women Action Alert | [www.now.org](http://www.now.org) | September 2, 2003 | [Archive](#)  
NOW levels charges of discrimination and exclusivity against "right wing fundamentalists."

### [Right Wing Watch](#)

People for the American Way | [www.pfaw.org](http://www.pfaw.org) | 2003 | [Archive](#)  
Supported by the NEA, PFAW monitors the power of "right-wing" groups, documenting their connections, funding, and political influence.

### [Psychological Adjustments in Public Schools](#)

Watchman Fellowship, Inc | [www.watchman.org](http://www.watchman.org) | 2000 | [Archive](#)  
Commentary on What's Left After the Right, which targets several conservative religious groups.

### [NEA Report Labeled 'Fund Raising' Ploy](#)

Education Reporter | Eagle Forum | [www.eagleforum.org](http://www.eagleforum.org) | December 1998 | [Archive](#)  
Regarding "The Real Story behind Paycheck Protection: The Hidden Link between Anti-Public Education Initiatives, an Anatomy of the Far Right."

### [NEA Report Documents Link Between Anti-Worker and Anti-Public Education Initiatives](#)

Press Release | NEA | [www.nea.org](http://www.nea.org) | October 1, 1998 | [Archive](#)  
Documents "ultraconservative network" aggressive political agenda and "state-by-state assault on public education."

### [NEA Paranoia in Print](#)

Education Reporter | Eagle Forum | [www.eagleforum.org](http://www.eagleforum.org) | July 1998 | [Archive](#)  
The NEA levels charges against the "radical right."

### [Making the NEA's McCarthy List](#)

Calvert Institute for Policy Research | [www.calvertinstitute.org](http://www.calvertinstitute.org) | 1998 | [Archive](#)  
Regarding "The Real Story behind Paycheck Protection: The Hidden Link between Anti-Public Education Initiatives, an Anatomy of the Far Right."

### [Report on the Religious Right in Washington State](#)

Daniel Junas | American Civil Liberties Union of Washington | [www.aclu-wa.org](http://www.aclu-wa.org) | 1995 | [Archive](#)  
Sponsored by the WEA, this ACLU study takes aim at several religious organizations.

### [Brownshirts in the Classroom](#)

Suzanne U. Clark | Contra Mundum No. 3 | Spring 1992 | [Archive](#)

Commentary on What's Left After the Right, which levels accusations against several conservative religious groups.

What's Left After the Right? A Resource Manual for Educators | Janet L. Jones

### ***Candidates with conflicting beliefs***

#### [WEA Subsidy of WEA-PAC](#)

Jason Lucarelli | Evergreen Freedom Foundation | [www.ewfa.org](http://www.ewfa.org) | October 2003

Between 2000 and 2003 the WEA contributed over \$900,000 in services to the WEA-PAC.

#### [Silent Partners: How political non-profits work the system](#)

Derek Willis & Aron Pilhofer | The Center for Public Integrity | [www.publicintegrity.org](http://www.publicintegrity.org) |

September 30, 2003 | [Archive](#)

Details political spending of the NEA.

NEA wants Democrat in the White House

Ben Feller | Seattle Post-Intelligencer | <http://seattlepi.nwsource.com> | July 3, 2003 | [Archive](#)

NEA targets Republican President Bush.

#### [Teacher Unions Promote a Political Agenda](#)

Robert Holland | School Reform News | The Heartland Institute | [www.heartland.org](http://www.heartland.org) | July 1, 2003 | [Archive](#)

The NEA is spending up to one-third of its \$271 million annual budget on politically related activities.

#### [Teachers Union Will Target Swing States In '04](#)

George Archibald | The Washington Times | [www.washingtontimes.com](http://www.washingtontimes.com) | June 30, 2003 | [Archive](#)

The NEA reveals its plan to target swing states and the president in the 2004 elections.

#### [Internal Documents Detail NEA's Political Activities](#)

Larry Margasak & John Solomon | The Associated Press | [Hannibal.net](http://Hannibal.net) | June 23, 2000 | [Archive](#)

NEA tells IRS that it spends no union dues on politics -- but internal NEA documents show otherwise.

#### [Teachers' Unions: Roadblocks to Reform](#)

Charlene K. Haar | The American Enterprise | [www.heartland.org](http://www.heartland.org) | September/October 1999 | [Archive](#)

The NEA employs more full-time paid political operatives than the Democratic and Republican parties combined.

#### [The Big Picture: Serious Money: The Top 100 Overall Contributors](#)

Center for Responsive Politics | [www.opensecrets.org](http://www.opensecrets.org) | 1998 | [Archive](#)

## [Profile Of Teachers In The U.S.](#)

C. Emily Feistritzer | National Center for Education Information | [www.ncei.com](http://www.ncei.com) | 1996  
The Politics Of The NEA | The Phyllis Schlafly Report | August 1992

## **Federal law**

### [42 U.S.C. § 2000e-5\(e\)\(1\)](#)

Legal Information Institute | [www.law.cornell.edu](http://www.law.cornell.edu) | 2003 | [Archive](#)  
Timeframe for filing a religious discrimination charge with the Equal Employment Opportunity Commission

### [Title VII of the Civil Rights Act of 1964](#)

U.S. Equal Employment Opportunity Commission | [www.eeoc.gov](http://www.eeoc.gov) | 2003 | [Archive](#)  
Detailed text of Title VII of the Civil Rights Act of 1964

## **NEA resolutions**

### [NEA Resolutions 2000](#)

Phyllis Schlafly Report | [www.eagleforum.org](http://www.eagleforum.org) | August 2000 | [Archive](#)  
Excerpts from NEA Resolutions Passed at the 2000 Convention in Chicago

### [NEA Resolutions 2001](#)

Phyllis Schlafly Report | [www.eagleforum.org](http://www.eagleforum.org) | August 2001 | [Archive](#)  
Excerpts from NEA Resolutions Passed at the 2001 Convention in Los Angeles

### [NEA Resolutions 2002](#)

Education Reporter | [www.eagleforum.org](http://www.eagleforum.org) | August 2002 | [Archive](#)  
Excerpts from NEA Resolutions Passed at the 2002 Convention in Dallas

### [NEA Resolutions 2003](#)

Phyllis Schlafly Report | [www.eagleforum.org](http://www.eagleforum.org) | August 2003 | [Archive](#)  
Excerpts from NEA Resolutions Passed at the 2003 Convention in New Orleans

### [NEA Resolutions 2003-2004](#)

Comprehensive list of 2003-2004 NEA resolutions

## **Teachers speak out**

### [Statement of Dennis Robey](#)

Dennis Robey | House Committee on Education and the Workforce | [edworkforce.house.gov](http://edworkforce.house.gov) | June 20, 2002 | [Archive](#)

Statement by Dennis Robey before the House Committee on Education and the Workforce regarding his religious accommodation request.

### [Regarding My Religious Beliefs Concerning Unions](#)

Charles W. Baird | EEOC Affidavit | September 24, 2001 | [Archive](#)  
Request to resign from the California Faculty Association.

### [More Divert Union Dues](#)

Sheri Hall | The Detroit News | [www.detnews.com](http://www.detnews.com) | January 4, 2001 | [Archive](#)

Teacher unhappy with union support of controversial causes donates union dues to children's clothing charity.

### **Obstacles**

#### [Federal Government to Prosecute Nation's Largest Teacher Union For Religious Discrimination](#)

Press Release | National Right to Work Legal Defense Foundation | [www.nrtw.org](http://www.nrtw.org) | September 29, 2003 | [Archive](#)

According to the U.S. EEOC, the NEA refused to accommodate the religious beliefs of William Morgan, a practicing Quaker.

#### [Watchdog Group Says Teachers Need Not Pay Dues to Liberal Unions](#)

Jim Brown | AgapePress | [www.agapepress.org](http://www.agapepress.org) | September 2, 2003 | [Archive](#)

NEA often illegally imposes additional requirements for religious objectors.

#### Teacher's Union Sued For Religious Intolerance

Pacific Justice Institute | [www.pacificjustice.org](http://www.pacificjustice.org) | May 15, 2003 | [Archive](#)

Lawsuit against local branch of California Teacher's Association because union dues policies are openly hostile to religious objectors.

#### [How can I resign my union membership?](#)

National Right to Work Legal Defense Foundation | [www.nrtw.org](http://www.nrtw.org) | 2003 | [Archive](#)

Unions are not allowed to impose limitations upon the right of a member to resign.

#### [Dues & don'ts](#)

Lynn Vincent | WORLD Magazine | [www.worldmag.com](http://www.worldmag.com) | November 30, 2002 | [Archive](#)

Evidence of union attempts to illegally dissuade religious objectors.

#### School District Capitulates To Teacher Regarding Union Dues

Pacific Justice Institute | [www.pacificjustice.org](http://www.pacificjustice.org) | July 9, 2002 | [Archive](#)

School District allows teacher to divert union dues to three charities after initially refusing to accommodate sincere religious convictions.

#### [Nation's Largest Teacher Union To Be Prosecuted For Violating Teachers' Civil Rights](#)

National Right to Work Legal Defense Foundation | [www.nrtw.org](http://www.nrtw.org) | May 20, 2002 | [Archive](#)

EEOC agrees that nationwide union policy is unlawful; teachers need only file a one-time objection to paying forced union dues.

### **Union response**

Censorship In Public Schools | Brain K. Baker | NJEA Review | May 1997

#### [General Instructions to Local Presidents Regarding Religious Objectors](#)

Kathy O'Toole | WEA General Counsel | September 5, 1994

WEA General Counsel recommends that local presidents grant religious objections in all cases

### **Liability insurance**

### [A Comparison of Professional Liability Insurance Policies](#)

Northwest Professional Educators | [www.nwpe.org](http://www.nwpe.org) | 2003 | [Archive](#)

Compares insurance policies offered through NEA and NWPE, a nonprofit, nonpartisan, independent teacher organization.

### [Is your job safe?? Compare liability insurances!](#)

Northwest Professional Educators | [www.nwpe.org](http://www.nwpe.org) | 2003 | [Archive](#)

Compares insurance policies offered through NEA and NWPE, a nonprofit, nonpartisan, independent teacher organization.

### [Professional Liability Insurance Plan - NWPE](#)

Northwest Professional Educators | [www.nwpe.org](http://www.nwpe.org) | 2003

Explains liability insurance benefits offered through NWPE, a nonprofit, nonpartisan, independent teacher organization.

### [Professional Liability Insurance Plan - CEAI](#)

Christian Educators Association International | [www.ceai.org](http://www.ceai.org) | 2003

Explains liability insurance benefits offered through CEAI, an independent teacher organization "for Christians who are called to serve in public schools."

### [NCLB - Teacher Liability Protection](#)

No Child Left Behind Act | [www.ed.gov](http://www.ed.gov) | January 8, 2002 | [Archive](#)

Section 2366 explains liability protection for teachers under the NCLB.

### [NEA Liability Insurance Policy](#)

Horace Mann Insurance Company | 1999

NEA liability insurance policy costs \$4 per year.

## ***Other publications***

### [Grading the NEA](#)

Perry L. Glanzer, Ph.D. & Travis R. Pardo | Focus on the Family | [www.family.org](http://www.family.org) | August 2003 | [Archive](#)

Exposes how union dues are being spent and explains how teachers can redirect this money to charity.

### [Union Dues](#)

Capitol Resource Institute | [www.capitolresource.org](http://www.capitolresource.org) | August 2003 | [Archive](#)

Exposes how union dues are being spent and explains how teachers can redirect this money to charity.

### [Education's Iron Triangle: Uncovering the Values and Beliefs of the NEA, AFT, and PTA](#)

Carpenter, Pardo & Haar | Texas Education Review | [www.educationreview.homestead.com](http://www.educationreview.homestead.com) | 2002 | [Archive](#)

Exposes how union dues are being spent and explains how teachers can redirect this money to charity

[Religious Liberty and Compulsory Unionism: A Worker's Guide to Using Union Dues for Charity](#)

Mark L. Fischer and Robert P. Hunter | Mackinac Center for Public Policy | [www.mackinac.org](http://www.mackinac.org) | June 2000 | [Archive](#)

Information on statutes and court decisions that protect employee freedom of conscience in the workplace

[Union Dues And Religious Do Nots](#)

Bruce N. Cameron | National Right To Work Legal Defense Foundation | [www.nrtw.org](http://www.nrtw.org) | 1999 | [Archive](#)

A detailed resource explaining how teachers can redirect their union dues to charity

## Other resources

This page offers links and contact information to agencies, organizations, and several other publications that will prove helpful to teachers who are interested in learning more about union expenditures and the charity option.

### ***Legal aid***

[Bruce Cameron](#)

[National Right to Work Legal Defense Foundation](#)

8001 Braddock Road, Suite 600

Springfield, VA 22160

Phone: 800.336.3600

Website: [www.nrtw.org](http://www.nrtw.org)

Email: [legal@nrtw.org](mailto:legal@nrtw.org)

### ***Local agencies***

[U.S. Equal Employment Opportunity Commission](#)

Federal Office Building

909 First Avenue

Suite 400

Seattle, WA 98104-1061

Phone: 800.669.4000

Fax: 206.220.6911

Website: [www.eeoc.gov/seattle](http://www.eeoc.gov/seattle)

[Washington State Human Rights Commission](#)

Olympia Headquarters Office

711 S. Capitol Way, #402

P.O. Box 42490

Olympia, WA 98504-2490

Phone: 800.233.3247

Fax: 360.586.2282

Website: [www.hum.wa.gov](http://www.hum.wa.gov)

### ***Independent teacher organizations***

[Northwest Professional Educators](#)

P.O. Box 28496

Spokane, WA 99228-8496

Phone: 800.380.6973

Website: [www.nwpe.org](http://www.nwpe.org)

Email: [info@nwpe.org](mailto:info@nwpe.org)

[Association of American Educators](#)

25201 Paseo de Alicia, Suite 104

Laguna Hills, CA 92653

Phone: 800.704.7799

Website: [www.aeteachers.org](http://www.aeteachers.org)  
Email: [info@aeteachers.org](mailto:info@aeteachers.org)

### [Christian Educators Association International](#)

PO Box 41300  
Pasadena, CA 91114  
Phone: 888.798.1124  
Website: [www.ceai.org](http://www.ceai.org)  
Email: [info@ceai.org](mailto:info@ceai.org)

### **Publications**

[When Values Collide: Teachers, Unions, and the Charity Option](#) | [Print \(6.5 MB\)](#)

Jason Lucarelli | Evergreen Freedom Foundation | [www.ichoosesecharity.org](http://www.ichoosesecharity.org) | 2003

PDF versions of the web content from [ichoosesecharity.org](http://ichoosesecharity.org) (both versions have the same content)

### [Union Dues And Religious Do Nots](#)

Bruce N. Cameron | National Right To Work Legal Defense Foundation | [www.nrtw.org](http://www.nrtw.org) | 1999 | [Archive](#)

A detailed resource explaining how teachers can redirect their union dues to charity

### [Grading the NEA](#)

Perry L. Glanzer, Ph.D. & Travis R. Pardo | Focus on the Family | [www.family.org](http://www.family.org) | August 2003 | [Archive](#)

Exposes how union dues are being spent and explains how teachers can redirect this money to charity

### [Union Dues](#)

Capitol Resource Institute | [www.capitolresource.org](http://www.capitolresource.org) | August 2003 | [Archive](#)

Exposes how union dues are being spent and explains how teachers can redirect this money to charity

### [Religious Liberty and Compulsory Unionism: A Worker's Guide to Using Union Dues for Charity](#)

Mark L. Fischer and Robert P. Hunter | Mackinac Center for Public Policy | [www.mackinac.org](http://www.mackinac.org) | June 2000 | [Archive](#)

Information on statutes and court decisions that protect employee freedom of conscience in the workplace

### **Radio ads**

[60-second PSA](#): Explains how the law allows people of faith to send their union dues to charity

[60-second PSA](#): Two teachers explain why they object to pro-abortion, pro-homosexual, and anti-religious union activities

[60-second PSA](#): One teacher explains why she objects to pro-abortion, pro-homosexual, and anti-religious union activities

[30-second PSA](#): Commentary on WEA support of pro-abortion, pro-homosexual, and anti-religious activities

## Contact information

Evergreen Freedom Foundation  
PO Box 552  
Olympia, WA 98507  
Phone: 360.956.3482  
Fax: 360.352.1874  
Email: [ichoosecharity@effwa.org](mailto:ichoosecharity@effwa.org)

## About us

The [ichoosecharity.org](http://ichoosecharity.org) website is part of the Paycheck Protection Project and a service of the Evergreen Freedom Foundation, a non-profit public policy organization.

The Teachers Paycheck Protection Project has been underway since 1996, and was initiated at the request of teachers who called themselves "Teachers for a Responsible Union." Since then, EFF has successfully fought to keep the Washington Education Association (WEA) from suppressing teachers' rights to free speech through litigation and public relations.

The project has a simple goal: protect the First Amendment rights to political free speech of Washington state teachers. However, accomplishing that goal could bring to a halt the political might of a National Education Association (NEA) affiliate which seems to thrive by violating members' rights. The project is also intended to advance responsible and representative government that fulfills the obligations that voters imposed with the passage of Initiative 134 -- public disclosure of election influences as well as paycheck protection.

Washington was the first state to enact a law requiring unions to obtain annual written permission from workers before using their payroll deductions for politics. This law -- adopted as an initiative in 1992 with 72 percent support -- is based upon the constitutional prohibition on compelled political speech. After the paycheck protection law was adopted, more than 85 percent of teachers chose not to support the WEA's politics.

Not willing to release the reigns of control so easily, the union took steps to circumvent the law. By the 1996 election, the union collected less than \$10,000 per month from voluntary sources, but nonetheless executed an aggressive \$2 million political plan.

The battle is not yet complete for the teachers and other workers who are exploited by union officials' ideological agendas and political appetites. But through [ichoosecharity.org](http://ichoosecharity.org) we hope to empower teachers with the information they need to take control of their union fees.

[Click here](#) for more information about the Evergreen Freedom Foundation.