

**Fair Share Service Fee**  
**Objection Procedures: Objection to the Payment of the Fair Share Service Fee**  
**Based on Religious Principles**

**Introduction:** Any faculty member who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations, may file an Objection to the Payment of the Fair Share Service Fee Based on Religious Principles (“Objection”). The purpose of filing an Objection is to request a redirection of the fair share fee to an alternative charitable organization because your religious principles do not permit support of an employee organization. Such redirection is only available to non-members who file an Objection in writing within the specified time period.

**Objection Procedures:**

1. Each year, the College of the Redwoods Faculty Organization (CRFO) shall send a Notice to non-members informing them of its determination of the fair share fee.
2. Included with this Notice shall be a detailed written description of the expenditures of CRFO, including the delineation of which expenses are “chargeable” and which are “nonchargeable.” This information shall be verified by a Certified Public Accountant.
3. A statement of anticipated proportion of chargeable and non-chargeable expenses for the following year shall be made, based on the actual expenditures made during the previous (audited) year.
4. Non-members who wish to file an Objection must inform CRFO of their objection by the date specified on the Notice. A minimum of 30 days from the date of the Notice will be provided before the specified date.

The Objection must: (1) be in writing; (2) be directed to the Treasurer of CRFO; (3) include your name, address, employee status (full- or part-time) and signature; and (4) set forth the basis for the religious objection to paying the Fair Share Service Fee to CRFO — this shall include a statement identifying your religious affiliation and explaining the tenet or teaching under which this objection is made.

This Objection must be mailed to the Treasurer of CRFO, c/o CRFO:

Treasurer of CRFO  
College of the Redwoods Faculty Organization  
P.O. Box 176  
Fields Landing, California 95537

5. Upon receipt of the Objection, the amount in dispute shall be placed in a separate interest-bearing escrow account, until the matter has been resolved.
6. The CRFO shall have the responsibility of determining the validity of each Objection. CRFO shall review each Objection within 15 days after the specified deadline for filing an Objection. CRFO will respond to each Objection in writing within 15 days of the meeting held to review the Objection.
7. CRFO reserves the sole right to resolve any such Objection by refunding the entire disputed amount, plus interest from the escrow account, and henceforth not deducting the disputed amount from your paycheck for the academic year.
8. If, after CRFO reviews your Objection, a satisfactory settlement or resolution cannot be reached, the dispute may be referred to arbitration with the American Arbitration Association.
9. You may withdraw an Objection at any time. Otherwise, it will remain in force for the duration of your employment at RCCD.
10. As provided in Government Code section 3546.3, if your Objection is approved by CRFO, and if you request the assistance of CRFO in using the conciliation and grievance procedures set forth in the RCCD/CRFO CBA, CRFO may charge you for the reasonable cost of providing these services.
11. As provided in Government Code section 3546.3, if your Objection is approved by CRFO, you must redirect the entire amount of the fair share fee to a nonreligious, nonlabor organization, charitable fund exempt from taxation under Section 501(c)(3) of Title 26 of the Internal Revenue Code. The CRFO shall require annual written proof of the redirection of the fair service fee. Pursuant to Government Code section 3546.3, the RCCD may also require such annual proof.