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Please be advised that I am resigning my membership in effective immediately. Furthermore, I object to the collection and expenditure of agency fees for any purpose other than my pro rata share of the union's costs of collective bargaining, contract administration and grievance adjustment, as is my constitutional right under the U.S. Supreme Court's decisions in *Abood v. Detroit Board of Education* and *Chicago Teachers Union v. Hudson*.

My constitutional rights include: a reduction of my fees to an amount that includes only constitutionally chargeable costs, notice of the calculation of that amount verified by an independent certified public accountant, notice of the procedure that you have adopted to hold my fees in an interest-bearing escrow account, and an opportunity to challenge your calculation and have it reviewed by an impartial decision-maker.

The deduction of fees from my wages should be limited to those related to representation. If I am required to sign a new deduction authorization form to make that change, please provide me with the necessary forms.

Please reply promptly. Any further collection or expenditure of dues or fees from me made without the procedural safeguards required by law will violate my rights under the U.S. Constitution.

Finally, please consider this objection to be permanent and continuing in nature.

Sincerely yours,

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