

Greg Devereux
1212 Jefferson Street SE, #300
Olympia, WA
98501

Mr. Devereux,

Effective immediately, I resign membership in all levels of the American Federation of State, County and Municipal Employees [AFSCME], including the Washington Federation of State Employees, AFSCME Council 28.

As a nonmember, I request that you immediately cease deduction of that portion of my dues which are not germane to the negotiation or administration of the collective bargaining agreement, in accordance with the U.S. Supreme Court's decisions in *Communication Workers of America v. Beck* and *Abood v. Detroit Board of Education*. I request further to be provided with audited documentation of the union's chargeable and nonchargeable expenses, in accordance with *Chicago Teachers v. Hudson*.

This objection is permanent and continuing in nature and should be honored for as long as I remain in the bargaining unit.

Since I am continuing to pay for the "representation" portion of my dues, I understand that the union will continue to represent me fairly and without discrimination in all matters subject to collective bargaining. I understand that I cannot be denied any benefits, including health care, pension, step increases, etc., under the labor contract with my employer because of non-membership in WFSE.

I trust that you will act promptly to properly observe my constitutional rights.

Full Name

Phone Number

Email

Employer

Signature

Date