

INDIVIDUAL HELP AND RESOURCES

One of the many reasons the religious liberty department exists is to assist our church members in getting accommodation for Sabbath work problems. Best practice is to get help early and be diligent in communicating with the department about the progress of your request. You do not have to go through this alone. We have worked on thousands of cases and we have additional resources that you cannot find online.



Public Affairs & Religious Liberty

Southern Union Conference

**Street Address:
302 Research Drive
Peachtree Corners GA
30092**

**Mailing Address:
PO Box 923868
Peachtree Corners GA
30010**

**Phone: 770-408-1800
Fax: 770-408-1811**

**E-mail:
ReligiousLiberty@
southernunion.com**

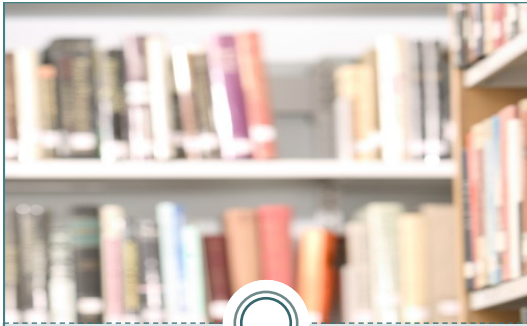


SOUTHERN UNION CONFERENCE
Department of Public Affairs and Religious Liberty

Sabbath Accommodation in the Workplace



Questions and Answers for
Seventh-day Adventist



Finding Answers to Common Questions

Q: What should I do when I'm expected to work during the Sabbath?

A: Contact the religious liberty department of the church. They have experts who can assist you in making your needs understood.

Q: Is there a law to protect Sabbath keepers in the workplace?

A: Title VII of the 1964 Civil Rights Act forbids religious discrimination. Employers with 15 or more employees must accommodate an employees' sincerely held religious beliefs unless to do so involves "undue hardship." For more information contact the religious liberty department.

Q: Should I resign from my job at my boss' request? He says he cannot accommodate my beliefs and will have to terminate me?

A: Never quit your job. Your unemployment benefits may be forfeited.

Q: Should I file a complaint with the EEOC as soon as a problem arises?

A: Be sure to consult with the religious liberty department before taking this step or filing with a state agency. Your case has the potential of affecting all future cases of a similar nature. Generally, it is advisable to follow the company grievance policy first.

Q: My company is being unionized. Unless I sign up they tell me I will lose my job. What can I do?

A: The Civil Rights Act also requires labor unions to accommodate an employee's religious convictions. An employee has the right to request an exemption from joining and paying labor union dues. Instead, you can contribute a comparable sum to a mutually agreed-upon charity.

Q: What can I do when exams, school make-up days, continuing education classes, etc. fall on the Sabbath?

A: Generally you still need to make the request for an accommodation in writing. Most of the time a letter from the church verifying your membership and the need for Sabbath accommodation is all that is necessary. However, there are different rules for each issue. To find out what rule applies to your situation contact the religious liberty department.

Q: What if I am fired immediately when I inform my employer I need an accommodation and cannot work on Sabbath?

A: Ask for the termination in writing, giving the reason you are being fired. If none is given, report back to work the next working day. If you are given a written notice, you will need to apply for unemployment immediately. Be prepared to appeal the decision if your benefits are denied. If you haven't already contact religious liberty.

Q: When is the best time to seek help for a Sabbath accommodation problem?

A: The best time to seek assistance is the minute you know there is going to be a problem. Do not wait. Early assistance can make the difference in you keeping your job or being fired.

HAVE QUESTIONS NOT ANSWERED IN THIS BROCHURE? CONTACT RELIGIOUS LIBERTY .



***Looking for help? Call us.
770-408-1800***