

An Open Letter to UW and Meriter Employees Concerning Late-Term Abortions

Did the UW, MSC, or Meriter ask you to participate in the late-term abortion plan at Madison Surgery Center?

You need to *know your rights*, which UW & Meriter may not have told you:

- All employees have a legal right *not* to aid in any abortion plan.
- If UW, Meriter or MSC penalize you for opting out, they are *blatantly violating the law*.
- It is important for you to opt-out **in writing**.
- *Submit the form on the other side of this handout to your employer today*, to help protect your right not to participate in abortions.



Wisconsin Statute § 253.09 strongly protects you from being forced to aid abortion:

“No hospital, school or employer may discriminate against any person . . . on the ground that the person refuses to recommend, aid or perform procedures for sterilization or the removal of a human embryo or fetus, if the refusal is based on religious or moral precepts.”

“Any . . . staff of a hospital . . . who shall state in writing his or her objection . . . shall not be required to participate . . . , and the refusal . . . shall not form the basis of any claim for damages . . . or for any disciplinary or recriminatory action against such person.”

The UW & Meriter recently decided to perform *over 100 abortions each year on 19-to-22-week-old babies* at Madison Surgery Center.

But most employees oppose the plan, so the UW, MSC or Meriter *may ask you to assist with their late-term abortions*.

You should not be intimidated. Any person has the right to opt-out, even if there is no one else to do your job, and *even if you already said yes*.

Submit the form on the other side of this handout to your supervisor. Then call to obtain *free, confidential legal advice* from Alliance Defense Fund attorneys, at 1-800-TELL-ADF, or consult another attorney. *You are not alone*.

Pro-Life Wisconsin
www.prolifewisconsin.org

Written Notice to My Employer or School
Asserting My Choice Not to Assist in the Abortion Process

I, (*please print name*) _____, am providing this written notice that I choose to fully exercise my right not to recommend, aid, perform, or participate in any process for abortions connected with the UW, Meriter Hospital or the Madison Surgery Center, before, during, or after the abortions. I sincerely hold a moral and/or religious belief against my being involved.

My right is protected by Wisconsin Statute § 253.09 and other laws, and it applies to any kind of employee or student. No “hospital, school or employer” may penalize me or negatively change my job conditions because of my choice to opt-out, including the Madison Surgery Center, Meriter Hospital, the UW Hospital and Clinics, the UW Medical Foundation, and the UW School of Medicine. Employers may not reject my opt-out choice just because they disagree with my beliefs.

I have the right to consult an attorney confidentially about this matter. Officials at UWHC have promised to honor employees’ right to opt-out, and I am relying on their promises in submitting this form. This notice supersedes any statement, written or oral, that I may have previously made about my willingness to assist abortion, and I reserve the right to supplement this form.

If my employer decides to force me to aid in the abortion process in any way, despite my choice to opt-out, *I ask that they notify me in advance* so that I may seek legal counsel to determine whether their requirement is illegal and if I will comply.

Signature of Employee, Contractor or Student

Date

Name of Supervisor(s) to whom I presented this form

(Employee should retain a signed copy for his or her own records)