

**From:** [Norma Duane](#)  
**To:** [E-OHPSCA2713.EBSA](#)  
**Subject:** oppose the proposed definition of "religious employer."  
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The current definition of religious employer does not provide true conscience protection for those committed to preserving life. Healthcare plans should not be forced to violate the moral and religious convictions of providers or employees in order to participate in the health care system. Requiring such an unacceptable demand threatens both universal access to health care and religious freedom of conscience."

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