

From: Ryan, Randy (DOP)  
Sent:  
To: <name>  
Cc: Roberts, Shirley (DOP)  
Subject: RE: Verification of Contribution

<name>, the CFD will provide verification for the employee to their union. Let us know if we need to get something out to the unions concerning this. Thanks.

## Randy Ryan

Combined Fund Drive  
PO Box 47530  
Olympia, WA 98504-7530  
360.664-1994

### Every Relationship Brings a Result

---

From: <name>  
Sent:  
To: Ryan, Randy (DOP)  
Cc: Roberts, Shirley (DOP)  
Subject: Verification of Contribution

For those State Employees who are in union bargaining units, and have religious objection to joining or supporting the Union, there is an alternative to make equivalent payments to an agreed upon charity. This process is described in WAC 395-95-030:

*WAC 391-95-030  
Assertion of right of nonassociation.*

*An employee who claims a right of nonassociation based on bona fide religious tenets or teachings of a church or religious body of which such employee is a member shall provide written notice of that claim to the exclusive bargaining representative, and shall, at the same time, provide the exclusive bargaining representative with the name(s) and address(es) of one or more nonreligious charitable organizations to which the employee is prepared to make alternative payments in lieu of the payments required by the union security provision.*

The Union's original position was to make payments payable to them which presumably would then be forwarded to the charity.

Some employees have objection to this process as there is no reasonable way to assure that all payments so made would be forwarded to the charity.

The Union is now softening its position and apparently would accept payments directly to the charity thru CFD, provided CFD would/could provide verification of payments.

I've heard rumors that CFD is or might be agreeable to providing this verification.

Is this something that CFD is or would do, given release to do so by the employee?