

WASHINGTON FEDERATION OF STATE MEPLYOEEES, AFSCME Council 28AFL-CIO

UNION SECURITY DECLARATION OF NONASSOCIATION

RCW 41.80.100 (2) provides:

“An employee who is covered by a union security provision and who asserts a right of nonassociation based on bona fide religious tenets, or teachings of a church or religious body of which the employee is a member, shall, as a condition of employment, make payments to the employee organization, for purposes within the program of the employee organization as designated by the employee that would be in harmony with his or her individual conscience (emphasis added). The amount of the payments shall be equal to the periodic dues and fees uniformly required as a condition of acquiring or retaining membership in the employee organization minus any included monthly premiums for insurance programs sponsored by the employee organization.* The employee shall not be a member of the employee organization but is entitled to all the representation rights of a member of the employee organization.” (*The Washington Federation of State Employees does not sponsor an insurance program.)

To meet the provisions of the law, the Washington Federation of State Employees has established the following program options. Please select one (1). See reverse side for more information on these selections:

- Education and Training Assistance Fund
- American Heart Association
- American Cancer Society
- Children’s Hospital Foundation
- Second Harvest Food Bank of the Inland Northwest
- Thurston County Food Bank

Please provide all the information requested below.

I, _____, do hereby declare that I am a member in good standing of
 (employee’s name – PLEASE PRINT)

_____ located at _____
 (Name of Church) (Address)

_____ whose bona fide religious tenets or
 (City/State/Zipcode)

teachings require that I refrain from belonging to a union and, therefore, I wish to exercise the right of nonassociation. I understand that as a condition of employment I am required to have deducted from my payroll check an amount equivalent to regular monthly dues.

The pastor/minister of my church is _____.
 (name)

_____ (Employee’s Signature) _____ (Employee ID Number or Last 4 digits of SSN)

_____ (Mailing Address) _____ (City/State/Zipcode)

_____ (Date)

Return to: Washington Federation of State Employees, 1212 Jefferson Street, S.E, Suite 300, Olympia, WA 98501
WFSE Program Options for those Employees Granted Nonassociation Status

Education and Training Assistance Fund

This WFSE program consists of quarterly grants for nonassociation fee payers or members and three \$1,000 scholarships per year available to nonassociation fee payers and their family members and to members and their family members. An independent three member Board of Trustees administers the fund.

All of these charities are registered by, and operate in, the State of Washington. They are all nonreligious organizations. The percentages reflect the amount of administrative costs.

American Heart Association

4414 Woodland Park Avenue North, Seattle, WA, 98103, (206) 632-6881, The AHA Northwest Affiliate's mission: Reduce disability and death from cardiovascular diseases and stroke; carried out through research, public/professional education, and community service. (9%) <http://www.americanheart.org>

American Cancer Society - ACS

2120 First Ave. North, Seattle, WA, 98109, (800) 729-3880, Promotes early detection and treatment of cancer, provides local community service to cancer patients, and supports major programs of cancer research in Washington, Alaska, Oregon and Montana. Call 1-800-ACS-2345. (20%) <http://www.cancer.org>

Children's Hospital Foundation

PO Box 50020,S-200, Seattle, WA, 981455020, (206) 987-2153, Receives donations on behalf of Children's Hospital and Regional Medical Center in Seattle, whose mission is to provide medical care to children, regardless of the family's ability to pay. (10%) <http://www.seattlechildrens.org>

Second Harvest Food Bank of the Inland Northwest

1234 East Front Avenue, Spokane, WA, 99202, (509) 534-6678, Through empowerment, education and partnerships, Second Harvest brings community resources together to feed people in need in the Inland Northwest. (1%) <http://www.shfoodbank.org>

Thurston County Food Bank

220 N.E. Thurston, Olympia, WA, 98501, (360) 352-8597, Provides nutritious emergency food to the hungry adults, children and seniors of Thurston County through community support. (%)