

# DECLARATION OF CONSCIENTIOUS OBJECTOR

I, \_\_\_\_\_, declare as follows:

1. I am employed by the City as a \_\_\_\_\_ in the \_\_\_\_\_ Department. I am in a bargaining unit represented by the San Diego Municipal Employees' Association ("MEA").

2. I understand that an Agency Fee Agreement is in effect between the City and MEA which applies to all employees in my bargaining unit, and requires each employee, as a condition of continued employment, either to join MEA as a dues-paying member, or to pay MEA an agency fee for the costs of contract negotiations and other representational activities which benefit me as a member of the bargaining unit.

3. However, I qualify as a conscientious objector under the law which exempts me from the requirement to pay dues or an agency fee to MEA. My conscientious objection is based on the following (check one or both):

☐ I declare under penalty of perjury that I am a member of \_\_\_\_\_ which is a *bona fide* religion, body or sect that has historically held conscientious objections to joining or financially supporting unions or public employee organizations; and/or,

☐ I declare under penalty of perjury that I object to joining or supporting any union or public employee organization based on my sincerely-held religious beliefs which are \_\_\_\_\_.  
\_\_\_\_\_. My beliefs are supported by my personal study of the following religious tract:\_\_\_\_\_.

4. Based on my status as a *bona fide* conscientious objector, I understand that I am not required to pay any monies to MEA in the form of dues or an agency fee, but I am still required, as a condition of employment, to make contributions in the **same amount of the agency fee** to a non-religious, non-labor charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code. Three eligible charities have been identified in the Memorandum of Understanding between the City and MEA for this purpose: American Cancer Society, Mama's Kitchen, or Ronald McDonald House. I hereby designate the following charity to receive these funds:\_\_\_\_\_.

5. I understand and acknowledge that these charitable contributions will be made by regular payroll deductions.

I declare under penalty of perjury that the statements made herein related to the basis for my conscientious objection to the payment of dues or agency fees are true and correct. Executed this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_, at \_\_\_\_\_, California.

\_\_\_\_\_  
(signature)