

BOARD POLICY LETTER

3 MARCH 1972R

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ADDITION OF 17 OCTOBER 1976

Remimec
AGs US
Legal US
HCOs US
Dir's Pers US
Dir's Disb US
All Staff US

UNITED STATES

STAFF ALLOWANCE AND RELIGIOUS COVENANT

Modifies BPL 3 March 72R (II)
in United States only.

There exists in the United States legislation designed to protect employees from unfair labor conditions and out-exchange with employers. These laws generally establish a minimum legal wage, and a maximum number of working hours.

Staff members of the United States Churches of Scientology (R) are not subject to such legislation, as they are duty-motivated rather than money-motivated -- in other words, they are working in the church because they wish to further the aims of Scientology and out of a religious obligation.

This does not mean there is no money exchange between the Church and its staff. It does mean that there is no guaranteed wage or salary. This has been well understood by staff members for many years.

However, the existing scene tends to be misunderstood by government agencies who unfortunately have little experience with groups motivated by duty rather than by a desire for personal or pecuniary (money) gain. This misunderstanding arises in large part from the use of Staff Contracts, which can be misinterpreted (not by staff, but by the government) to mean that staff are "employed" by the Church and are thus subject to minimum wage legislation.

To remedy this, the staff contract established in BPL 3 March 1972R (II) Standard Staff Contract will now be replaced in the United States by the attached Religious Covenant.

The covenant states that the staff member fully understands he is a member of a religious order and serves pursuant to his religious obligation, and is not entitled to remuneration, and that the allowance given a staff member is not a wage or salary.

Nothing in this Board Policy Letter alters the manner in which staff allowances are calculated or disbursed, excepting that the allowance will now be clearly designated an "allowance".

The use of the Religious Covenant is to be implemented immediately by those on recruitment and disbursement lines.

It is the responsibility of the HCO Area Secretary of each US Church to ensure compliance to this Board Policy Letter.

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As approved by:
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for the

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CHURCHES OF SCIENTOLOGY

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