

UFCW LOCAL 1189 MEMBERSHIP APPLICATION

UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION



ST. PAUL, MINN.

1. LAST NAME	FIRST NAME	M.I.	SEX	DATE OF BIRTH MONTH DAY YEAR	SOCIAL SECURITY NO.
2. ADDRESS		CITY		STATE	ZIP
3. PHONE	<input type="checkbox"/> MARRIED <input type="checkbox"/> SINGLE	REGISTERED VOTER IN STATE AND COUNTY OF RESIDENCE?	<input type="checkbox"/> YES <input type="checkbox"/> NO	DATE OF HIRE MONTH DAY YEAR	
4. COMPANY NAME	STORE NO.	BUSINESS ADDRESS / LOCATION		<input type="checkbox"/> PT <input type="checkbox"/> FT <input type="checkbox"/> OTHER	
5. TYPE WORK PERFORMED		EMAIL			
6. PREVIOUS UNION MEMBERSHIP		LOCAL #	YEAR	AFFILIATION DATE MO/YR	

DUES AUTHORIZATION CARD – UFCW LOCAL 1189

You are hereby authorized and directed to deduct from my wages, commencing with the next payroll period, all Union dues and initiation fees as shall be certified by the President of Local 1189 of the United Food & Commercial Workers International Union, and to remit same to the said President. This authorization and assignment shall be irrevocable for a period of one year from the date of execution or until the termination date of the agreement between the Employer and Local 1189, whichever occurs sooner, and from year to year thereafter unless not less than thirty (30) days and not more than forty-five (45) days prior to the end of any subsequent yearly period I give the Employer and the Union written notice of revocation bearing my signature thereto. The President of Local 1189 is authorized to deposit this authorization with any Employer under contract with Local 1189, and is further authorized to transfer this authorization to any other Employer with Local 1189 in the event I should change employment. Dues paid to UFCW Local 1189 are not deductible as charitable contributions for Federal Tax purposes. They may qualify as business expenses and may be deductible in limited circumstances, subject to various restrictions imposed by the Internal Revenue Code.

7. APPLICANT'S SIGNATURE DATE

X

FORM MUST BE FILLED OUT IN TOTAL AND WHITE COPY RETURNED TO LOCAL UNION — PLEASE SIGN #7
 Pink Copy – Union Member Yellow Copy – Employer
Please see reverse side.

UFCW LOCAL 1189 ACTIVE BALLOT CLUB - WORKING AMERICA'S POLITICAL VOICE PAYROLL DEDUCTION AUTHORIZATION FORM

I hereby authorize my Employer to deduct from my pay the sum of \$1.00 per week and to forward that amount to the UFCW Active Ballot Club.

X

SIGNATURE	DATE
NAME (Print)	LAST 4 NUMBERS OF SSN

This authorization is signed voluntarily and on the understanding that the Active Ballot Club will use that money to make political contributions and expenditures in connection with federal, state and local elections and with the further understanding that it shall remain effective until revoked in writing. You may refuse to contribute and the Union will not favor or disadvantage you by reasons of the amount of your contribution or your decision not to contribute at all. Contributions will be used for political purposes, including the support of candidates for public office.

I also understand that contributions or gifts to the UFCW Active Ballot Club are not deductible as charitable contributions for federal tax purposes.



**PLEASE READ THIS NOTICE AND RETAIN FOR YOUR RECORDS
IMPORTANT INFORMATION TO NEW HIRES ABOUT YOUR UNION**

As a new employee you are represented by Local 1189 UFCW. If you are like many employees, this may be the first time you have been represented by a Union and you may have some questions as to what this means to you.

Local 1189 has been in existence since 1949 and has approximately 10,000 members working in various industries and for various employers. The officers of this Local Union are President Jennifer Christensen, Secretary-Treasurer Jim Gleb, Recorder Jeanine Owusu, and the Vice Presidents that comprise the Executive Board. Your Collective Bargaining Agreement is administered by a Union Representative. You may also have a Shop Steward at your place of work. Should you have any questions or problems, you should contact one of them or the Union office. The Local Union officers are elected by the membership in secret ballot elections. As a member, you will be able to participate and vote in these elections.

The Local Union is part of a larger International Union which represents workers in similar occupations around the United States and Canada. The UFCW International Union represents approximately 1.4 million total members. There are approximately 500 Local Unions that make up the International. The International has highly trained and sophisticated staff to assist Local Unions. In addition, this Local can draw on the immense resources of the International, which include their modern communication and research departments.

The International and Local Unions are governed by the written Constitution and Bylaws. We are a democratic institution governed by our members. Copies of the Constitution and Bylaws are available to members of the Union upon request.

On your behalf Local 1189 negotiates and enforces a Collective Bargaining Agreement that contains your wages and better benefits than non-Union workers doing similar jobs. Strength in numbers makes this possible.

Without a Collective Bargaining Agreement an employer can fire you without cause and change your wages and other benefits without your agreement. With a Collective Bargaining Agreement your employer is obligated by law to pay you the wages and benefits as written in the Agreement. In addition to the specific wages, benefits and security of a Collective Bargaining Agreement, membership in this Local Union entitles you to some very important rights, which include the right to:

VOTE to accept or reject a proposed Collective Bargaining Agreement;

FULLY PARTICIPATE in the development of contract proposals;

VOTE in the election of your Union officers;

BENEFIT from other programs such as discount cards, discount coupons, and other services available only to Union members.

These rights and others of a Union member are clearly set forth in the Union Constitution. Please take time to read it carefully.

When you become a member of Local 1189, we hope that you will become an active, involved member of your Local Union and attend Union meetings. Strong, active, and informed members are essential to the strength of the union. In the long run, your participation will benefit both you and your co-workers by helping the Union gain improved benefits and working conditions.

On the other side of this notice is a membership application. Please fill it out, sign and date it, and return it as soon as possible. Do not delay so that you can start enjoying the full benefits of membership.

The application also features a dues checkoff authorization form. This permits your employer to automatically remit your dues to the Local Union. This saves you from having to directly pay the dues. A significant percentage of Local 1189 members utilize the dues checkoff system. We encourage you to take advantage of it.

This is available to most of our members.

You may also want to know that in accordance with court decisions, you have the right to refrain from being a member of the Union. If you become a non-member in a "Union shop," you will be required to pay a service fee that is a calculated percent of the full initiation fee and regular monthly dues. This service fee is approximately 17% less than the full initiation fees and dues.

The exact amount varies slightly from year to year and if you would like to know the current percentages, please contact the Union Office. This fee only reflects the Union's cost of representing all employees in the bargaining units. If you object to the full fee, notify us in writing and you will be provided additional information. In states covered by so-called "Right to Work" laws, non-members do not pay service fees.

You should be aware; however, that by becoming a non-member you will lose the right to vote, to accept or reject any contract proposals, to participate in the development of contract proposals and to vote in Local Union elections. You will also lose other benefits of Union membership. In other words, as a non-member you will become a voiceless, powerless person within the Local Union. We urge you to consider your decision carefully and hope that you do not give away your rights of membership so cheaply. Instead, Local 1189 hopes that you will choose to become an active member and strengthen the Union's ability to represent you and your co-workers, rather than weakening the Union and making it more difficult to represent you. In our democratic Union, the decision is yours.

Members of Local 1189 are provided with a copy of their Collective Bargaining Agreement and are periodically mailed other material that is printed by the Union.

Welcome to Local 1189. It is a pleasure to have you as a member of this Local Union. You should contact us if we may help you in any way. We look forward to serving you.

Jennifer Christensen
President

Jim Gleb
Secretary-Treasurer