

## Terms and Conditions Language:

I hereby designate USW Local 1088, its officers and representatives as my exclusive agents for the purpose of collective bargaining with respect to wages, hours, and conditions of employment, and agree to obey the constitution, by-laws, policies, rules and regulations of USW Local 1088.

I hereby authorize and direct my employer to deduct from any wages and pay to USW Local 1088 such amounts as my membership dues, including initiation fees (if owing any by me), as are now or hereafter fixed by the Union during the effective period of authorization. I hereby understand, intend and agree that I have executed this check-off authorization independent of and not conditioned on the existence of the Union security provision in the collective bargaining agreement and it is my intention, understanding and agreement to have this check-off authorization continue and be effective even if the Union shop clause be declared inoperative by reason of de-authorization election or for any other reason whatsoever.

This authorization and direction shall be irrevocable for a period of one year or until the termination of the collective bargaining agreement between my Employer and the Union, whichever occurs sooner; and I agree and direct that this authorization shall be automatically renewed, and shall be irrevocable for successive periods of one year each or for the periods of each succeeding applicable collective bargaining agreement between my Employer and the Union, whichever shall be shorter, unless written notice by registered mail is given by me to the Employer and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year or of each applicable collective bargaining agreement between my Employer and the Union, whichever occurs sooner.

Member Beck Rights: You have a right to be a nonmember of USW Local 1088 and nonmembers have the right to: 1) object to paying the fraction of Union dues and fees that are not germane to USW Local 1088 duties as the bargaining agent and to obtain a reduction of fees for such non-germane activities; and 2) to obtain from USW Local 1088 sufficient information to enable you to decide whether to object to USW Local 1088's fair share dues and fees equivalency calculation; and 3) to be told USW Local 1088's internal procedures for objecting items 2 and 3 may be obtained by written request addressed to USW Local 1088 at 60 Blvd. of the Allies, Pittsburgh, PA 15222. You should be aware, however, that exercising this option of choosing to be a nonmember means you would not have the right to vote on your contract or to participate in the development of contract proposals or local USW Local 1088 elections. You will also lose other benefits of USW Local 1088 membership. USW Local 1088 hopes you will choose to become an active member and strengthen the USW Local 1088'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.