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| First Name | Last Name | M.I. | Gender | Birth Date ____/____/____ Month Day Year | Social Security Number |
| Address (no P.O. box) | | Apt or Suite # | City | State | Zip Code |
| Cell Phone | Home Phone | | Home E-mail Address | | |
| Employer | Store/Plant # or ID | Job Title | Department | Hire Date ____/____/____ Month Day Year | |

Preferred Language: English Spanish Other: _____

I am applying for UFCW membership and I authorize UFCW to represent me on the job.
 By providing a cell number, I agree that my UFCW Local Union and International Union can send me auto-dialed calls and texts and other communications.
 I reserve the right to opt out. Carrier data and message rates may apply.

X _____ Date Signed *Michael Hines*
 Applicant's Signature Michael Hines, UFCW 367 President

OFFICE USE ONLY
 MEMBER ID#

UFCW CHECK-OFF AUTHORIZATION

This Check-Off Authorization is separate and apart from the Membership Application and is attached to the Membership Application only for convenience.

I authorize my employer to deduct from my wages an amount equivalent to dues, initiation fees, and assessments as shall be certified by the Secretary-Treasurer of my Local Union of the UFCW, AFL-CIO and remit same to said Secretary-Treasurer.

This authorization is voluntarily made and not contingent upon my present or future membership in the UFCW. The Secretary-Treasurer of my Local Union is authorized to provide this authorization to any employer under contract with my Local Union, and is further authorized to transfer this authorization to any employer under contract with my Local Union that hires or rehires me in the future, and it will be binding on me and my employer.

This authorization shall be irrevocable for the period of one year from the date I sign this authorization, or until the termination of the applicable collective agreement between my Local Union and my employer, whichever occurs sooner; and I agree and direct that this authorization shall be automatically renewed, and shall be irrevocable for successive one-year periods or for the period of each succeeding applicable collective agreement, whichever shall be shorter. To revoke this authorization, I agree that I will give written, signed notice to my Local Union and my employer (i) the end of the initial or any successive one-year period, or (ii) the termination of my initial or any successive collective agreement.

Should any part of this authorization be declared invalid or unenforceable by legitimate court, the remaining parts shall be binding on all parties concerned.

X _____ Date Signed _____
 Applicant's Signature

UFCW ACTIVE BALLOT CLUB CHECK-OFF AUTHORIZATION

I authorize my employer to deduct from my pay \$2.00 or Three Dollars (\$3.00) Five Dollars (\$5.00) \$_____ (other amount)

per week for each pay period in accordance with my existing union contract. This amount is to be remitted to the UFCW Active Ballot Club.

I understand that the guideline amounts above are merely suggestions, and I may contribute a greater or lesser amount; and the Union will not favor, disadvantage or take reprisal against me by reason of the amount of my contribution or my decision not to contribute.

I understand that my contribution will be used for political purposes, including the support of candidates for federal, state and local offices.

Federal Law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 in a calendar year. Contributions or gifts to the UFCW Active Ballot Club are not deductible for federal tax purposes.

X _____ Date Signed _____
 Applicant's Signature

We are a diverse member driven Union fighting for economic and social justice. We empower through respect, integrity and dignity. Our strength comes from standing in solidarity with our communities to build a better life.

Important Information Concerning Your Opportunity to Become An Active Member of the United Food and Commercial Workers International Union, CLC, Local 367 and Your Rights Under the Law.

As the result of your current employment, you are eligible for membership in the United Food and Commercial Workers International Union, Local 367. Union membership is a right and a privilege of which you can be proud. Your right to belong to the UFCW, or any labor union, is protected by federal law. Membership in the United Food and Commercial Workers International Union is governed by the UFCW International Constitution:

Article 4 — Membership Classifications — (A) All persons are eligible for membership in the United Food and Commercial Workers International Union whose membership is not otherwise restricted or precluded by this Constitution or by other actions consistent with and authorized by this Constitution or International law, provided that no such restrictions or preclusions shall be based upon race, creed, color, sex, national origin, ethnic background, religion, disability, sexual orientation or age. Union membership shall be in accordance with the following classifications, and no member shall hold more than one classification or membership at any one time: active, affiliated, associate, paid-up life, non-active, general and honorary. Persons who have been suspended or expelled, are on withdrawal status, or have resigned their membership, or any other person who is not a member in accordance with the six classifications of membership provided for in this Article, shall not be considered members for any purpose, except as may be directed by the International President or the International Executive Board following an appeal under this Constitution. (B) An active member is a member who is employed within a collective bargaining unit represented by the International Union or any of its chartered bodies; who is employed by an employer who is the subject of an active organizing effort by the International Union or any of its chartered bodies; who is an employee or salaried officer of the International Union or any of its chartered bodies or of any organization approved by the International Executive Board with which the International Union or any of its chartered bodies has affiliated; who is a member of the International Union through a Local Union or a division of a Local Union which was a professional or other association that has been chartered by or merged with the International or any of its chartered bodies; or who is working as a barber, cosmetologist, or independent insurance agent; except that, at the request of the Executive Board of a Local Union, the International President may extend the active membership of any member in that Local Union during a period of unemployment, if the International President determines that exceptional circumstances warrant such extension, subject to an appeal to the International Executive Committee.

As an active member of the United Food and Commercial Workers International Union you have the right to participate in the affairs of the Union. Your participation includes involvement in the formulation of proposals for contract negotiations, voting on proposed changes to the collective bargaining agreement, attending and participating in regular and special Union meetings, Union elections, and other affairs of the Union as provided for in the UFCW International Constitution and the UFCW 367 Bylaws.

The right of active members to participate is guaranteed by the UFCW International Constitution:

Article 5 — Membership Rights and Privileges — (A) Active members shall enjoy all rights and privileges of membership in the respective Local Unions and in the International Union, including the right to vote at all regular and special meetings and to hold any office and be elected a delegate if otherwise qualified under their Local Union's Bylaws and this Constitution. (B) Affiliated and paid-up life members may be privileged to attend membership meetings and serve on committees as the Local Union President may determine. Such members may, at the request of the Local Union President, make reports or otherwise address such meetings. They shall have no voice or vote in Union affairs, nor shall they hold Union office or be elected a delegate. (C) Associate, non-active, general and honorary members, and nonmembers shall be allowed to attend and address Union meetings at the discretion of the Local Union President. Such persons shall have no voice or vote in Union affairs, nor shall they hold Union office or be elected a delegate. (D) Active, affiliated, non-active, and general members have the privilege of being granted withdrawal cards provided that they are eligible pursuant to the requirements of Article 6. If otherwise eligible, active members may be granted military leave status.

We believe that most people want to become active members of the UFCW International Union and UFCW Local 367, and desire to fully participate in the affairs of their Union. Strong, active, and informed members are essential to the strength of your Union. Your participation will benefit both you and your co-workers by helping the Union gain improved wages, benefits, and working conditions.

The right, by law, to belong to the Union and to participate in its affairs is a very important right. Currently, you also have the right to refrain from becoming an active member of the Union and you may elect to satisfy the requirement of a contractual Union security provision by paying an initiation fee and monthly fees to the union which reflect the representational or "chargeable" expenditures of the United Food and Commercial Workers International Union and UFCW Local 367. Should you desire to exercise this non-member option, please notify the Union office. Please call the Union at 1-800-225-7620 if you would like the most recent percentage of chargeable expenses.

Please be advised that non-member status constitutes a full waiver of the rights and benefits of UFCW membership. More specifically, this means that you would not be allowed to vote on contract modifications or new contracts; would be ineligible to hold union office or participate in union elections and all other rights, privileges, and benefits established for and provided to active UFCW members by the UFCW International Constitution, UFCW 367 Bylaws, or established by the Local Union.

We are confident that you will conclude that the right to participate in the decision making process of your Union is of vital importance to you, your family and your co-workers, and you will complete your application for membership in the United Food and Commercial Workers Union.

Your involvement in your union is vital to the protection of job security, wages, benefits, and working conditions.

The UFCW International Constitution provides that active members are entitled to request a withdrawal card from Union membership when the following constitutional criteria is met:

Article 6 - Withdrawal Cards, Transfer Forms, and Military Leave Courtesy Cards - (A) The following members whose current dues and fees have been paid shall be entitled to withdrawal cards without charge therefor: 1.) Members who become employers; 2.) Members no longer employed within a collective bargaining unit represented by and within the jurisdiction of the Local Union; 3.) Members whose positions are excluded from coverage by a collective bargaining agreement; 4.) Members who are employed by the International Union or any of its chartered bodies who are represented by another labor organization for purposes of collective bargaining with the International Union or any of its chartered bodies; 5.) Members no longer employed by an employer who is the subject of an active organizing effort by the International Union or any of its chartered bodies and who is not a party to a collective bargaining agreement with the International Union or any of its chartered bodies; and 6.) Members who terminate their affiliated, non-active, and general membership and are not eligible for active membership.