



**UFCW LOCAL 1189 MEMBERSHIP APPLICATION**  
**UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION**  
**651-451-6240 · Fax 651-451-8227**

**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 over 10,000 members working in various industries and for various employers. The officers of this Local Union are President Don Seaquist, Secretary-Treasurer Jennifer Christensen, Recorder James Gleb, 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, you have the right to pay a fee that is a calculated percent of the full initiation fee and regular monthly dues. 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 and you will be provided additional information.

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 the 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.

Don Seaquist  
President

Jennifer Christensen  
Secretary-Treasurer