

Brotherhood of Railroad Signalmen

Full Name _____ Today's Date _____
Address _____ City _____ State _____ ZIP _____
Email _____ Date of Birth _____
Phone _____ Employer _____
Started Work _____ Employee No. _____ Soc Sec. No. _____

Membership Application

I hereby apply for membership in the Brotherhood of Railroad Signalmen and agree to conform to all its Laws, Rules, and Edicts. I furthermore agree that the Brotherhood of Railroad Signalmen, acting through its duly selected and authorized officers, committees or representatives, has full and sole authority to represent me in the negotiating, interpreting and applying of all agreements covering wages, hours and other conditions of employment made and entered into under applicable law; to represent me in all conferences, negotiations, or other proceedings with the management; to appear for and represent me before any tribunal authorized to consider or adjust claims arising out of the interpretation or application of such agreements; and to adjust, compromise and settle all such claims.

I hereby ratify and confirm any action or actions heretofore taken by the Brotherhood of Railroad Signalmen in connection with the handling of wage issues, grievances, complaints or disputes.

This Application and authorization cancels my authorization I may have previously given any other organization in this respect, and remains in effect until this authority is cancelled by me in writing.

Return this form with payment for membership fee and dues to:

Local Financial Secretary, BRS Local _____

Signature

Membership Fee: \$ _____

Dues per Article I
of BRS Constitution:
___ mos. @ \$ _____ \$ _____

Total due: \$ _____

Payments to the Brotherhood of Railroad Signalmen are not tax deductible as charitable contributions for Federal Income Tax purposes, but may be otherwise deductible under the law.

Authorization for Deduction Dues, Fees And Assessments

I hereby assign to the Brotherhood of Railroad Signalmen ("BRS") that part of my wages necessary to pay my monthly union dues, fees and assessments (not including fines and penalties) reported to my employer by BRS under the Agreement between BRS and my employer; and I hereby authorize and direct my employer to deduct from my wages all such sums and pay them over to the designated officer of BRS.

This authorization may be revoked by the undersigned in writing as provided in the Agreement.

Signature

Authorization for Voluntary Payroll Deduction

Signalmen's Political League

I hereby authorize and direct my employer to deduct from my wages the sum of \$ _____ for each month in which compensation is due me, and to forward that amount to the Treasurer, Signalmen's Political League ("SPL"). This authorization is voluntarily made on the specific understanding that the signing of this authorization and the making of payments to SPL are not conditions of employment or of membership in the union; and that SPL will use the money it receives to make political contributions and expenditures in connection with Federal, State and Local elections.

It is understood that his authorization will remain in effect for a minimum of 12 months, and thereafter I may revoke this authorization at any time by giving the employer and the Union 30 days advance written notice of my desire to do so.

Signature

Payments to the Signalmen's Political League are not tax deductible.



YOUR RIGHTS WITH RESPECT TO UNION SECURITY AND AGENCY FEE OBJECTIONS

The rights and responsibilities of union membership are set forth in the BRS Constitution. Members are eligible to hold office, attend union meetings, and vote for union officers and contract ratification. Membership, however, is not required and is voluntary. Non-members do not enjoy the above listed rights. In the event your Collective Bargaining Agreement contains a Union Security provision, that agreement requires no more than the payment of an agency fee equal to the uniform membership dues, fees and, under the Railway Labor Act, assessments, as a condition of employment. Non-members are not required to pay, over their objection, for those activities not germane to collective bargaining. There is a procedure for non-members to file such objections and to challenge the calculation of germane expenditures.

Employees who are not members of the BRS, but who pay agency fees as a condition of employment, may request a reduction in that fee based on their objection to union expenditures which are germane to collective bargaining. Among those expenditures treated as not germane to collective bargaining which non-member objectors are not required to support are those for the election of candidates for public office, including contributions to any political party, political organization or candidate; for efforts to recruit new members; for lobbying except lobbying directly related to ratifying or implementing a collective bargaining agreement; for dues to the AFL-CIO; for contributions to charitable and educational groups, and for a prorated portion of the cost of the union publications devoted to the coverage of subjects specified above or other non-germane subjects. In the past, approximately 5% to 10% of the international union's expenditures have been non-germane to collective bargaining with a much lower percentage for locals and general committees. Among those expenditures treated as germane to collective bargaining which non-members are required to support are those for contract negotiations, grievance adjustment and arbitration, and internal governance and administration.

Non-members wishing to file an objection may do so annually by notifying the International Secretary-Treasurer, 917 Shenandoah Shores Road, Front Royal, VA 22630, of his or her objection in writing, postmarked during the month of November. Members who resign from membership may file an objection within 30 days after tendering their resignation. New hires may file an objection within 30 days of first receiving this notice. Objectors will then receive an advance reduction of fees, based on the percentage of non-germane expenditures during the prior fiscal year.

Objecting non-members are given a full explanation of the basis for the reduced fee charged to them. That explanation includes a certified public accountant's report as well as other financial data upon which the fee reduction is based. Objectors have the option of challenging the union's calculation of the reduced fee before an impartial decision-maker appointed by the American Arbitration Association. That portion of the objector's fee reasonably in dispute is held in escrow during the period that a challenge is being pursued.

The complete text of BRS's objection procedures is published annually in the *The Signalman's Journal*, and will be provided upon request. The procedures do not apply to employees working in Canada.