

EXHIBIT "B"

AUTHORIZATION FOR UNION DUES CHECK-OFF

ASSIGNMENT TO, AND AUTHORIZATION TO DEDUCT AND PAY UNION DUES AND FEES TO THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 95, AFL-CIO.

Dear Employer:

In exchange for obtaining the benefits of exclusive representation by Local 95, as of this date _____, I authorize my employer(s) to deduct from my wages all permit fees, service dues, union dues, fair share fees and other fees and assessments as shall be certified by Local 95 and the International Union of Operating Engineers and pay such fees over to the Union per the collective bargaining agreement.

You are hereby authorized to deduct such fees from my earnings, payable the first pay of each month. In the event of insufficient earnings in the appropriate pay period, it shall be my responsibility to pay my fees directly to the Union.

This authorization shall remain in effect until revoked by me, and shall be irrevocable for a period of one (1) year from the date appearing above (or until the expiration of the present Agreement between the Employer and the Union, whichever is sooner), at which time it may be revoked by written notice by Registered Mail, given by me to the Employer and the Union, or any time during the period of five (5) days prior to the expiration of the one (1) year period (or five (5) days prior to the expiration of the present Agreement, whichever is sooner). If no such notice is given, this authorization shall be irrevocable for successive periods of one (1) year thereafter, or for the term of any succeeding Collective Bargaining Agreement between the Employer and the Union, whichever period is shorter, with the same privilege of revocation at the end of each such period.

If I revoke this authorization to have my employer deduct fees from my wages, I understand that it shall be my responsibility to pay my fees directly to the Union.

Local 95 is authorized to use this authorization with my current employer and with any other employer in the event I change employers or obtain additional employment.

Please Print Your Name

Employee's Signature

***Monthly Permit Fees or Dues Calculation - *Package Rate x 2 + current Int'l Per Capita Rate**

***Fair Share Fee - *Package Rate x 2 x current fair share percentage (calculated annually)**

***Package Rate = hourly wage rate + hourly retirement or fringe contribution rate (if applicable)**

NOTE: One copy to the Employer and one copy to the Union.

***Permit Fees or Service Dues** are equal to the dues amount of the current members in the classification for which you are hired and are payable for all months of employment when on probation or not a member of Local 95 and will continue until the initiation fee is paid in full, at which time these fees will become dues and you will have become a member of Local 95.

EXHIBIT "B-1"

AUTHORIZATION FOR UNION MEMBERSHIP

ASSIGNMENT TO, AND AUTHORIZATION TO DEDUCT AND PAY INITIATION FEES TO THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 95, AFL-CIO.

To the International Union of Operating Engineers Local 95:

By my signature, I elect to join the International Union of Operating Engineers Local 95 and agree to adhere to its by-laws and constitution and to submit the dues authorization form to the Union and the Employer.

I choose the following payment options for my initiation fee.

Initiation Fee = \$300.00

Check appropriate payment option

1 payment of \$300.00 2 payments of \$150.00 3 payments of \$100.00 6 payments of \$50.00

Please Print Your Name

Date

Employee's Signature

AUTHORIZATION FOR FAIR SHARE FEE CHECK-OFF

ASSIGNMENT TO, AND AUTHORIZATION TO DEDUCT AND PAY FAIR SHARE FEES AND OTHER FEES AND ASSESSMENTS TO THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 95, AFL-CIO.

By my signature below, I elect ***NOT*** to join the International Union of Operating Engineers Local 95 and become a Fair Share Payor. I understand that I may exercise my "Beck Rights" challenging the "Fair Share Fee". As a Fair Share Fee payor, you will not pay an initiation fee and your "Fair Share Fee" will be calculated as a percentage of the Full Membership Dues. See the Beck Notice To Employees Covered By Union Security Agreement in the new member packet.

I understand that as a Fair Share Fee payor, I cannot participate in any Union Business or functions. This includes attending Union meetings of any kind or social events, running for or holding a Steward position, submitting proposals for any contract or voting on collective bargaining agreements.

I also understand that I may become a full member of the Union by submitting a membership application and paying the current initiation fee at that time, at which time I will pay full dues.

Please Print Your Name

Date

Employee's Signature

***Fair Share Fee - *Package Rate x 2 x current fair share percentage (calculated annually)**

***Package Rate = hourly wage rate + hourly retirement or fringe contribution rate (if applicable)**

BECK NOTICE TO EMPLOYEES COVERED BY UNION SECURITY AGREEMENTS

The collective bargaining agreement between your employer and the Union includes union security provisions requiring employees to become and remain members of the union as a condition of employment. Employers and unions are authorized to negotiate these provisions under the National Labor Relations Act, as amended, in states where these provisions are allowed, and under the Railway Labor Act. Under these federal laws, employees may fulfill their union security obligations either by joining the union, and thereby enjoying the full rights and benefits of union membership, or by simply fulfilling their financial obligations to the union.

Employees who elect to become fair share fee payers – that is, who choose not to become full fledged union members-- forfeit the right to enjoy a number of benefits available only to union members. Among the benefits available only to union members are the right to attend and participate in union meetings, the right to run for union office, the right to nominate and vote for candidates for union office, the right to participate in contract ratification and strike votes.

Fair share fee payers are charged 95.08% percent of the union dues charged to union members which represent the costs related to collective bargaining. Examples of such expenses include enforcing and administering the collective bargaining agreement, meetings with employer representatives, meetings with employees on employment-related issues, proceedings on behalf of workers under the grievance procedure including arbitration, and internal union administration and management. Nonchargeable activities include support of political candidates, general community service, and legislative activities.

Objections to the amounts charged as chargeable expenses can be made by filing an objection under the Fair Share Fee Payers Objection Plan as follows: The objection plan runs on a calendar year basis. Employees who are paying fair share fees and who wish to file objections for the next calendar year must do so during the month of November. Objections must be addressed to the Union treasurer and must be postmarked during the November open period. No special form is required to register an objection. However, please include your full name, your mailing address, and the last four digits of your social security number. In addition, if you move during the year, please advise of your new address.

Employees who become fair share payers at other times during the year either because they are newly hired into the bargaining unit, or because they resign from union membership may file their objections for the balance of the calendar year during the first 30 days in which they are required to pay fair share fees. The procedure for filing objections is the same: Objections must be addressed to the Union treasurer and must be postmarked during the 30 days after the employee becomes obligated to pay fair share fees. No special form is required to register an objection. However, please include your full name, your mailing address, and the last four digits of your social security number. In addition, if you move during the year, please advise of your new address.