

ATTACHMENT A

Shell US Oil
Puget Sound Refinery

You are hereby authorized and requested to deduct monthly the amount of \$_____ (\$1.00 minimum) from my earnings in the second pay period of each month and to remit said amount promptly to the Financial Secretary of USW, Local 12-591, as my voluntary contribution to USW - COPE.

This authorization and my monthly contributions are voluntarily made based on my specific understanding: that they are not conditions for membership in the Union or of employment by Shell US Oil; that I may contribute more or less than any guideline amount suggested, and that I will not be favored or disadvantaged by the Union for doing so; that I may refuse to contribute without reprisal; and that USW - COPE, which is connected with USW and the AFL-CIO COPE, will use the money contributed for political purposes including, but not limited to, making contributions to and expenditures for candidates for federal, state and local offices and addressing political issues of public importance. I also understand that my contributions to USW - COPE are authorized by USWIU and the AFL-CIO on behalf of joint fund-raising efforts for USW - COPE and AFL-CIO COPE.

This authorization is for one deduction each month and shall remain in full force and effect unless and until specifically revoked in writing by me, at any time, by notice to Shell US Oil with a copy to the Union.

(Date)

(Signature)

(Print or Type Name of Employee)

(Social Security Number)