

USW - COPE Check-Off Authorization

I hereby authorize and direct Tesoro NWC to deduct from my pay the amount of \$\_\_\_\_\_ each pay period, 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 contributions are voluntarily made based on my specific understanding: that they are not conditions for membership in the Union or of employment by my employer; 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 other lawful expenditures. I understand, also, 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 a continuing authorization and shall remain in full force and effect unless and until specifically modified or revoked in writing by me to the Company, with a copy to the Union.

I am a United States citizen or have been admitted to permanent United States residency.

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Print or Type Name of Employee)

\_\_\_\_\_  
(Social Security Number)