Pledge of Honor - Be a Loyal Union Member!

To all Members of LOCAL UNION XXXXXXX:

At some point in the coming year, a national "right to work" bill could be approved by Congress and signed into law by the President of the United States. Should this occur, then workers – including railroad workers – would lose the "union shop". In this scenario, workers would be allowed to refrain from joining a union or remaining a union member, and refrain from paying dues any longer to the union that has historically represented them, even though:

- The majority of workers in the bargaining unit have voted to be represented by a union;
- All workers in the unit – including those who do not join and pay dues – must *by law* receive the same wages, benefits and working conditions that the union bargains with the carrier;
- All workers in the unit – including those who do not join and pay dues – would *by law* be entitled to the right to union representation for claims, grievances, appeals of discipline, termination, etc.

"Right to work" laws require unions to provide the same services to members and non-members alike, but they do not ensure that the union continues to receive the same level of dues income. If – under the law - some members decline to continue their union membership and choose to withdraw, that would create a financial hardship for the union and its remaining members, fomenting a crisis in solidarity and unity, weakening the organization, potentially leading to an inability to bargain and enforce contracts, precipitating a decline in wages, benefits and working conditions of the workers that the union represents.

Therefore, LOCAL UNION XXXXXXX implores all union members to remain in the organization to ensure that we avoid this fate. We must show the rail carrier, rail industry and the labor movement that we are united and strong, that we stand behind each other and that we stand up for each other. The way to do this is to show 100% union membership. We must not allow the specter of the "free rider" aspect of such a law to divide us, causing us to lose faith in each other. To ensure this scenario does not happen to our union – and to our local union specifically – LOCAL UNION XXXXXXX urges all union members to "take the pledge" and affirm their intention to continue their union membership should such a "right-to-work" law take effect. LOCAL UNION XXXXXXX Members who have taken this pledge to date have signed below. Please join with them! *United we stand, divided we fall!*

NOTE: This pledge is – of course – not legal and binding upon any member. Rather, it is a statement of each union member's intent to stand by our union and one another. Each member who signs on to this pledge is stating her/his intention to stay in her/his union and pay dues to her/his labor organization. It is simply a statement of trust and honor.

Name (Print)	Name (signature)