

## PICKET LINE RULES AND BEST PRACTICES

We aim to communicate a positive message and a positive image while striking. Certain conduct, described below, works against our goal of a positive strike. Misconduct can have **serious financial consequences** and will not be tolerated.

Strikes can be deemed unlawful because of misconduct of strikers. Strikers who engage in serious misconduct may be **refused reinstatement** to their former jobs.

Picketers must comply with the following instructions.

### **PICKET LINE GUIDELINES:**

There will be a designated Picket Captain in charge of the picket line. You are to follow his/her instructions at all times. Failure to comply with the picket captain's instructions or these guidelines will result in **no credit** for your strike assignment. You can be fined. (Article 24.06 of the District Council 16 Bylaws)

Sign in when you arrive and sign out at the end of your shift.

**Conduct picketing only where you have been directed by the designated Union Representative or Picket Captain.**

Walk the picket line. Do not stand still.

Do not, in any way, obstruct entrances or exits. Do not interfere with, or swarm, persons or vehicles entering or leaving the employer.

Carry the picket sign provided by the Union. Do not bring your own picket sign or alter the one provided. **You are not a striker without a picket sign. Carry a picket sign at all times that you are picketing.**

If you leave the designated picket area, leave your picket sign behind, cover it, or lower your picket sign when you move away from the picket area.

Picketing is confined to public areas surrounding the employer's premises, at the designated picketing areas. As a general rule, there should be no picketing on private property or in the streets.

Do not engage in unnecessary conversation with anyone other than picketers. Refer all questions to the designated Union representative or Picket Captain.

You can be enthusiastic in your support of the strike. Chanting is okay, so long as your chants do not contain threats, slurs, or other forms of harassment based on ethnic or national origin, race, religion, gender/sex, sexual orientation, etc.

You can use the following approved chant: "Local# on strike, [contractor] unfair." No other details should be given. Questions or requests for specific information should be referred to the designated Union Representative or Picket Captain. **Stray remarks can be very costly.**

Do not use any drums or sound amplification radios or boom box devices.

Do not engage in arguments. Avoid confrontations. Do not make physical contact with anyone under any circumstances.

**Alcohol, drugs, and weapons of any kind are prohibited on the picket line.**

Do not come to the picket line under the influence of alcohol or drugs. Do not smoke on the picket line.

Do not behave in an intimidating manner. This includes, but is not limited to, carrying picket signs in a threatening manner, displaying weapons, following individuals to and from the picket site, making comments or references about individuals or their families.

Do not litter. Maintain a clean picket area at all times. Do not tamper with private property.

In the event you are approached by law enforcement, be cooperative and refer them to the designated Union representative or picket captain.

If in doubt about any of the above, contact the designated Union representative.

**Remember, these rules are in place to make our strike EFFECTIVE and to protect our members and the Union.**

**Strike Assignments and Picket Duty**

Strike assignments will be 7 days a week, 12 hours a day (2 shifts, 6 hours each shift).

**Members must work a minimum of one strike assignment per day.**

The morning shift is 6am to noon. The afternoon shift is noon to 6pm.

All picket captains will hold and manage the distribution of picket signs for his/her shift. There will be no transferring of picket signs from shift captain to shift captain.

All members must abide by their assigned shift and strike the **entire** time of their assigned shift. Leaving your shift early will result in **no credit** for that day's strike assignment.

**Picket captains must...**

Enforce the above guidelines and keep order at all times

Make sure all members are informed of these picket line guidelines and their obligation to their strike assignment.

Keep accurate accounts of shifts and promptly turn in all shift records and sign in sheets.

If there is no designated picket captain for your shift, the group should select one.

**\*If you have questions, please contact your Picket Captain\***