



The Right to Picket
Picketing Guide

TAB 4

Picketing Guide

The purpose of this guide is to give everyone on strike an idea of what is expected of them and how to deal with things that happen on the picket line.

Why picket?

A picket line has two purposes:

- To convey the information to the public that a strike is in progress.
- To bring pressure upon the employer so as to convince him/her to negotiate a reasonable settlement.

How to Picket

- Report to your picket captain prior to the start and end of your shift.
- If you are sick or have some other reason for not being able to do your shift phone your picket captain as soon as possible.
- To avoid thinning the line, take your breaks at the assigned time
- Dress appropriately with respect to the weather. Bring snacks and a lunch.
- Wear your picket sign or vest while on duty.
- Keep moving! Patrol the assigned area and refrain from loitering.
- Inform anyone attempting to cross the picket line of the strike and politely ask them to respect the picket line. Do not argue or debate. Refer problems to the picket captain.
- If anyone insists on crossing, try to get their name, address, firm represented and the license number of the vehicle. If you have a camera, take a picture. Give the information to your picket captain.
- Do not obstruct the public using the sidewalks or roadways in front of the picket line.
- Conversation with the public should be as courteous as possible. Focus on takeaways; too many issues discussed at one time limits effectiveness.
- Bring your family to the picket line from time to time. It is important for them to understand what you are doing and what you are going through.
- Keep the picket line clean. If possible, have garbage pail near the line and have someone empty it into a garbage bag at the end of each shift.
- If approached by the media **do not speak to them**, refer them to the picket captain.

Frequently Asked Questions About Picketing

What should I bring to the picket line?

- Comfortable clothes especially comfortable shoes.
- Snacks and food for lunch.
- A cell phone to keep in contact with your picket captain and your family.
- A camera (if you have one) and a small pad to record incidents.
- A sense of humour to help deal with the ups and downs of walking the line.

Will I be punished for my role during the strike?

- Management cannot discipline members for supporting their union.

How many picketers do we need on each picket line?

- It depends on what is happening at the work location. The strike committee will work out a picketing strategy.

Will we have any effect on the bargaining process with this strike?

- A strong presence on the picket line sends a message to the Employer that the Local has strong support from its membership. As the saying goes, “the longer the line, the shorter the strike.”

How long can I hold up traffic?

- Vehicles can be delayed at a picket line so that picketers can inform the occupants of the issues involved in the job action.

Can I stop people from walking into the workplace?

- You can delay people and talk to them but you can't legally stop people from entering the workplace. If anyone tries to cross the picket line, inform the people of the issues; ask them to respect the picket line.

What should be done when the police come?

- Only the picket captain should talk to the police. Be polite and answer any questions.
- Record all visits by police to the Picket Coordinator.

Do I have to obey security guards?

- The picket line belongs to the union. Picketers take their direction from the picket captain. Security guards have no authority on the union's picket line.

Is there a limit to the noise that we can make?

- Picket lines should be noisy. Although noise by-laws apply to picket lines, there should be no problem before 11 pm and then only if someone in the neighbourhood complains.

Who do I contact in the event of problems on the picket line?

- Talk to your picket captain. There will be a cell phone on each picket line for emergencies. If you have one, bring your cell phone and camera when you picket.

Can we take pictures of events on the picket line?

- Yes, take pictures and videos of security, managers and scab activity. Don't forget that you can also take pictures of solidarity, great picket signs, etc. Pass them on to the Strike Committee.

What do we do about scabs?

- Scabs need to be identified, preferably by photograph. Pass on the information to the picket captain.

What if I'm sick, have a doctor's appointment etc?

- Inform your picket captain if you can't do your shift. If the union is not informed you have not be eligible to collect strike pay for the time you are absent.
- If you have a doctor's appointment you may be asked to picket at some other time or do some other job to make up the time.

**I don't feel comfortable picketing or I have a disability that makes it hard for me to picket.
What can I do?**

- Contact your picket captain about alternative work.
- Doing nothing is not an option if you want to get strike pay and not alienate your coworkers.

Important Phone Numbers

Picket Captain: _____ Mobile Number:

Strike Headquarters: Number: 905-844-1791

EMAIL: 2020 STRIKE 707@GMAIL.COM