

INSTRUCTIONS TO PICKETERS

We expect as many striking members as possible to participate in our strike for a fair contract by picketing at the appropriate locations. But we must engage in picketing carefully. The right of striking employees to picket their employers is protected by the First Amendment of the U.S. Constitution and Section 7 of the National Labor Relations Act. However, strikers can lose certain protections of the law or be disciplined, fined, fired, or even arrested for certain types of misconduct. You must comply with the following instructions with respect to picketing. The person in charge of the picket line is the IATSE International Representative, or if not present, the Local Representative or Picket Captain.

YOU SHOULD

1. Peacefully walk single file or double file, maintaining safe distancing at a safe pace and in public areas in front of the entrance to the site.
2. Carry only authorized picket signs, do not modify the signs; hold onto your picket sign at all times.
3. Restate orally and truthfully the message of the sign or literature to people approaching the picket line.
4. Urge persons to please support the union.
5. Engage in pre-authorized chants or slogans accurately identifying the union, the employer, and their dispute.
6. Obey instructions of law enforcement personnel.
7. Direct all questions to a Picket Captain, Local Union Representative, or International Representative.
8. Report all incidents to the Picket Captain or an International Representative as soon as possible.
9. Refer press inquiries to the Picket Captain or International Representative.
10. Conduct yourself with courtesy at all times.
11. Leave the area immediately if you feel unsafe for any reason.

YOU SHOULD NOT

1. Do not block entry or exit of persons from workplaces or sidewalks; do not stop in front of vehicles or crowd around vehicles.
2. Do not bring or hold any objects similar to weapons.
3. Do not threaten violence or misconduct; do not engage in arguments with persons approaching the picket line or the public.
4. Do not trespass or damage property.
5. Do not confront a person crossing the picket line in an intimidating manner or physically touch anyone.
6. Do not curse or use foul/vile language.
7. Do not engage in any strike conduct away from the picket line.
8. Do not litter, violate any parking or other ordinances.
9. Do not engage in unauthorized speeches or answers to questions.
10. Do not contact employees crossing the picket line by phone.
11. Do not bring or use alcohol or illegal drugs or participate while under the "influence".
12. Do not under any circumstances resort to violence.

Additional Info for Strike Captains:

If there are any problems, contact Brian Munroe 203-257-2522 or Stasia Savage 616-822-6640.

Prior to your shift, please pick up signs and handbills from the reception desk at the IATSE offices (207 W. 25th Street, 4th Floor). At the end of your shift, please return those materials.

In these materials will be a list of the rules – please read these rules to the picketers at the beginning of your shift.

You should receive a list of folks signed up for your shift as well as info on who the other shift captain is prior to your shift. Reach out and introduce yourself.

Be in touch with your other shift captain throughout the shift to be sure that folks are equally distributed if there are multiple simultaneous pickets.

NYPD Community Affairs is aware of our picket lines. Community affairs may be around to ensure our safety. If other police officers come by, they may not be aware of our right to picket and protest. Strike Captains should talk to any police officer giving us a hard time that Community Affairs is aware of us and to check with either community affairs or the precinct desk.

If there are problems at the picket line involving things such as communications with employer representatives, security guards, strike-breakers, law enforcement personnel, or even the general public, contact an IATSE Representative. The picket captain should take notes at the time of what has occurred. If you are the only person to witness such an incident, you should make a note describing the incident. Remember to always comply with law enforcement. A record should also be maintained regarding those IATSE members who cross a picket line. When there are multiple employers at the same location, be careful to ascertain whether the IATSE member is going to work for an IATSE employer or as really crossing our picket line. Any member of an IATSE union or other entertainment union that needs to cross the line for a legitimate purpose should check in with the shift captain first.

To read to everyone at the beginning of the picket shift:

I am your picket captain. If you have any questions, come to me!

Thank you for being here. The biggest part of picketing is just showing up and following the lead. If people are marching, march with them. If there's an abandoned sign on the ground, pick it up and walk. If people are chanting, chant along! Your presence is always important. We want to show the employers and the world our IATSE power.

Take care of yourself while you are here. Take breaks, have snacks, stay warm.

Keep up the energy, chant and be positive, but a picket is serious business. We need to keep our morale up in ways that do not diminish the seriousness of our cause.

Do not block anyone from passing on the sidewalk or block traffic in the street. If you are handing out handbills or people ask what's happening, keep your interactions brief, positive and to the point.

Do not physically attempt to prevent anyone from crossing the line. We don't have to like it, but it is their legal right to do so. Do not engage in a manner which a reasonable person would find intimidating (for example, surrounding, touching, following them home).

Do not speak to the media or anyone you do not know. Refer them to the strike captain. Don't let anyone trick you. All media should be referred to comms@iatse.net

Avoid confrontations with anyone - the public, the police, anyone. **If anyone from NYPD approaches you, please refer them to your strike captain.** Do not try to engage.

No foul language, drugs or alcohol on the line. The world is watching!

Only carry IATSE approved signs. No home-made signs or unapproved language.

Noisemaking for the sake of disturbing people is not legally protected speech. Do not use air horns or other devices which only make loud noises.

Do not:

- Block entry or exit of people from workplaces, block sidewalks or vehicles who want to enter or exit a driveway or road.
- Carry sticks, toy guns, or any object which may be used as or perceived as a possible weapon
- Threaten violence or take any action that could be considered a threat
- Damage any property or confront or argue with the public or a person(s) not honoring the strike in a
- Litter or damage any property
- Violate any parking or other ordinances (e.g., do not park where parking is prohibited)
- Talk to any employer representatives near the picketing—refer all those persons to an IATSE Representative