

## **I.U.O.E. LOCAL 302 PICKET LINE RULES**

The International Union of Operating Engineers, Local 302, aims to communicate a positive message and a positive image at all times. During an economic strike/picketing campaign certain conduct, described below, works against our goal of a positive campaign, can have serious financial consequences, employment consequences for the membership, and will not be tolerated. Local 302 picketers must comply with the following instructions at all times:

1. There will be a designated Local 302 staff member or designee (picket captain) in charge of the picket line. You are to follow his/her instructions at all times.
2. Before you begin picketing, check all entrances and gates in and around the job site and/or picketing area for signs designating specific contractors. If a “dual” or “reserve” gate system has been established, contact the Local 302 staff member/designee in charge immediately. You may picket only at the gate that identifies the contractor you are picketing. Wear approved picketing attire/vests.
3. Reserve gate systems. The Primary gate is for the sole use of the picketed contractor’s (the one on your picket sign) employees, suppliers, visitors, and vendors.
4. The Neutral gate(s) are for ALL others. If any of the primaries use the neutral gate, the reserve gate system becomes tainted and the Union can picket the entire job ONLY after the picket captain approves such action.
5. The Union will confirm with the picket captain at each strike location whether the Union has been notified about the existence of a gate system and/or whether tainted gates have been reestablished.
6. If a separate gate or a new entrance is established after you start picketing, notify the designated Local 302 staff member/designee in charge immediately.
7. Do not, in any way, obstruct entrances or exits of the premises. Do not interfere with, or swarm, persons or vehicles entering or leaving the job site.
8. Picketing must take place on public grounds and in close proximity to the entrance used by the primary employer. Picketing cannot block access to the project. If access is denied an injunction may be obtained by the property owner or target. Use common sense.

9. Hold no conversations with any truck drivers or other persons who attempt to make deliveries to projects or remove material from projects.
10. Do not, in any way, encourage or induce people to leave the project site or quit work on the project site.
11. The precise number of pickets allowable will depend on the size of the area to patrol. Keep the size reasonable. Gathering/swarming in large groups can lead to limits on the number of pickets and/or financial damages.
12. You are only to carry the picket sign provided by and approved by Local 302. Do not bring your own picket sign nor alter in any fashion the one provided by Local 302.
13. You are not a picket without a picket sign. Carry a picket sign at all times that you are picketing. If you leave the designated picketing area, leave your picket sign behind, cover it, or lower your picket sign as you move about.
14. Picketing is to be confined to public areas surrounding the job site and only at a designated picketing area as established by the Local 302 staff member/designee in charge of the picket line. As a general rule, there should be no picketing on private property or in the streets. The picket sign should NEVER go near a gate reserved for other contractors.
15. Be enthusiastic in your support of the picket line. Chanting and yelling is ok so long as your chants and yells do not contain threats, slurs, or other forms of harassment based on ethnic or national origin, color, race, religion, gender/sex, sexual orientation, etc. Striker misconduct can lead to termination of your employment and render the strike activity unprotected under federal law.
16. Do not use sound amplification devices unless authorized by the Local 302 staff member/designee in charge of the picket line.
17. **DO NOT TALK TO ANY THIRD PARTIES.** Unauthorized, stray remarks can create financial liability and both undermine and jeopardize the goal of the informational campaign.
18. Do not engage in arguments. Avoid confrontations. Do not make physical contact with anyone under any circumstances. Do not throw anything at the picket site. Do not engage in any intimidating or threatening manner.
19. Do not record any automobile or truck license or any other identifying information with regard to those who enter or leave the premises of the picketing action.

20. Do not photograph or videotape people entering or leaving the premises of the picketing action.
21. Do not bring alcohol, drugs, or weapons of any kind to the picket line. Do not come to the picket line under the influence of alcohol or drugs.
22. Do not litter. Maintain a clean picket area.
23. Do not speak to reporters. If approached by an individual who identifies themselves as a reporter refer that person to the Local 302 staff member/designee in charge of the picket line.
24. In the event you are approached by law enforcement be cooperative and refer them to the Local 302 staff member/designee in charge of the picket line.
25. If all of the employees of the target contractor leave the project site, immediately contact the Local 302 staff member/designee in charge.
26. If in doubt about any of the above, consult immediately with the Local 302 staff member/designee in charge of the picket line.

If you have any questions about the foregoing while picketing, contact your picket captain or Business Agent immediately for guidance.