

Agree strongly	+2
Agree somewhat	+1
Undecided	0
Disagree somewhat	-1
Disagree strongly	-2

During the strike, an equitable system of shift sharing was set up.	-2	-1	0	+1	+2
I pushed myself to the limit to give safe care during the strike.	-2	-1	0	+1	+2
I adhered strictly to job action.	-2	-1	0	+1	+2
I felt other nurses were watching me to see if I were following union rules.	-2	-1	0	+1	+2
Taking strike action was one of the most difficult moral decisions I have made.	-2	-1	0	+1	+2
I felt powerless and lacking control of my life during this job action.	-2	-1	0	+1	+2
Dissension between nurses was a negative aspect to this strike.	-2	-1	0	+1	+2
I felt uncomfortable being a source of conflict rather than one who resolves conflict.	-2	-1	0	+1	+2
Meeting and talking with other nurses during the strike was a positive experience.	-2	-1	0	+1	+2
I consider myself a feminist.	-2	-1	0	+1	+2
Nurses have become a more powerful political group since taking strike action.	-2	-1	0	+1	+2

RULES FOR PICKETING



AGREEMENT ON PICKETING

Made and entered into by and between:

(the company)
and

(the union)

1. OBJECTIVE

- 1.1 The picketing rules are intended to regulate the relationship between management and its employees and the union during the course of a legal picket. The parties accept the conventions of collective bargaining and that union members in the bargaining unit may wish to picket peacefully in support of their unions' last demand for recognition and/or organizational rights.
- 1.2 These rules are intended to facilitate peaceful picketing at company premises and must be followed without exception by all parties. Any indulgence or departure from these rules, which may be granted from time to time, shall be reduced to writing and shall in no way constitute a permanent waiver or amendment of these rules.

GENERAL PICKETING GUIDELINES ACTIONS

DO:

- Report for work at your regularly scheduled hours. If denied entrance, record the available details, including times, names of pickets, what was said, witnesses or other pertinent information and report to security or your supervisor. It is extremely important to prepare an immediate written account of the text displayed on any picket signs, with as much precision concerning the words used as the circumstances warrant. Do not wait until photographic documentation can be arranged.
- Conduct yourself in a polite, businesslike manner when you come in contact with the picketers.
- Use extreme patience and caution if passing through a picket line.
- Record in detail any incident that you are involved in or witness involving any threats, physical violence or picket line misconduct such as: brandishing weapons; throwing stones; rocking cars; spreading tacks on highways; property damage.

DO NOT:

- Force an entry into the site if picketers are blocking you.
- Make snide remarks to picketers.
- Threaten, taunt or insult picketers.
- Make threatening gestures to the picketers.
- Inflame or create hostile attitudes.
- Make any statements to the press or other public media. (All questions from the media must be directed to External Affairs.)

(thump, thump, clap —)
(thump, thump, clap —)

We are, we are UNION!
We are, we are UNION!

Popular activism has its roots in the Latin and South Americas. This is a powerful Spanish chant:

Un pueblo, unido
Jamà sera vencido!
(A people, united, will never be defeated!)

Gay, straight, black, white. Same struggle, same fight.

Give me a U - N - I - O - N! What's that spell?

Our world is not for sale! (anti G8 slogan)



Local 1181-1061
Amalgamated Transit Union A.T.U.-C.I.O.



Primary Strike PICKETING DO'S AND DON'TS

DO'S

- DO follow the instructions of your strike captain.
- DO peacefully patrol at or near the entrances to Company facilities.
- DO attempt to distribute union flyers to persons or vehicles entering the Company facilities.
- DO peacefully attempt to persuade other individuals to honor our picket lines and support our strike.
- DO explain the reason we are on strike is because the [struck Employer] is insisting on a contract that threatens our jobs and livelihood which has forced us out on strike.
- DO call people who cross our picket line SCABS, but do not call them other names.
- DO try to confine your picketing to public property as long as you can picket safely.
- DO leave the premises immediately if for any reason you fear for your safety.
- DO immediately report to your strike captain or the Local Union all threats of any nature to you or fellow strikers made by workers who cross the picket line or by management.

DON'TS

- DON'T block entrances or exits.
- DON'T prevent buses from entering or leaving the yard.
- DON'T cause any damage to any vehicles entering or exiting the Company's premises.
- DON'T cause damage to the Company's property or do anything so that a person can claim that you are responsible for causing property damage.
- DON'T get in heated confrontations with any individual.
- DON'T curse at or call people who cross our picket line profane or insulting names; except DO call them SCABS.
- DON'T threaten any person with physical harm of any kind.
- DON'T threaten any person with property damage of any kind
- DON'T provoke an arrest.
- DON'T litter

PICKET LINE DO's AND DON'T's

We aim to communicate a positive message and a positive image of IBEW Local 46. Certain conduct, described below, works against our goal of a positive strike, can have serious financial consequences, and will not be tolerated. Picketers must comply with the following instructions:

1. There will be a designated Union staff member in charge of the picket line. You are to follow his/her instructions at all times.
2. Before picketing, check the entrances of the picket site for signs designating specific contractors. Unless directed by the designated Union representative, you may picket only at the gate that identifies the contractor you are picketing.
3. If a separate gate or a new entrance is established after you start picketing, notify the designated Union representative immediately.
4. 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.
5. Hold no conversations with any truck drivers or other persons who attempt to make deliveries to projects or remove material from projects.
6. Do not, in any way, encourage or induce people to leave the project or to quit work on the project.
7. The precise number of pickets allowable will depend on the size of the area to patrol. Keep the size reasonable. Gathering/swarming in large intimidating groups can lead to limits on the number of pickets and/or monetary damages.
8. You are only to carry the picket sign provided by Local 46. Do not bring your own picket sign nor alter in any fashion the one provided.
9. 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 picket area, leave your picket sign behind, cover it, or lower your picket sign as you move about.
10. 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. The picket sign should never go near a gate reserved for other contractors.
11. Conduct picketing only where you have been directed by the designated Union representative.

We're out of the office
and onto our feet
we're off of our _____
and out in the street!

We're working families under attack;
What do we do? Stand up! Fight back!

I said my feet are achin'
my shoes' too tight
my heart is breakin'
'cause things ain't right
let me hear it now
_____ (i.e. contract; healthcare)
enough is enough!
We must Rise UP!!!

Call: When I say "Union" you say "YES" (2x)

Call: Union (4x)

Response: Yes (4x)

Call: When I say "Organize" you say "NOW" (2x)

Call: Organize (4x)

Response: NOW (4x)

and. . . When I say "Justice" you say "FOR ALL" (2x)
When I say "Cutback" you say "NO WAY" (2x)

We Are Union (to the tune of "We Will Rock You" by Queen)

(thump, thump, clap ---)

(thump, thump, clap ---)

Everywhere we go	Everywhere we go
People want to know	People want to know
Who we are	Who we are
So we tell them..	So we tell them. .
(i.e. union; people)	(go back to the beginning)

Ain't no power like the power of the people,
and the power of the people don't stop, don't stop!

Call

Power - Power -
Union's got the power
Working people's power
Power - Power - Power

Response

Power Power by the hour
Power by the hour
Power by the hour
Power by the hour

Call

We need staff
We need supplies
We need money
But if we fight

Response

They just laugh
They roll their eyes
They think it's funny
They'll do what's right!

1 - 2 - 3 - 4

We know what we're out here for!
or: No one should be working poor!
or: We won't take it anymore!

5 - 6 - 7 - 8

Sit down and negotiate!
or: Come on and play it straight!
or: Where's our contract - why so late?

12. Be enthusiastic in your support of the strike. Chanting and yelling is ok, so long as your chants and yells do not contain threats, slurs, or other forms of harassment based ethnic or national origin, color, race, religion, gender/sex, sexual orientation, etc.
13. Bells and whistles are encouraged. Do not use any drums or sound amplification devices as they are prohibited unless specifically authorized by Local 46.
14. With regard to chants about the strike, the following is approved: "Local 46 on strike, [target contractor] unfair." No other details should be given. Questions or requests for more specific information should be referred to the designated Union representative. Unauthorized, stray remarks can be very costly.
15. Do not record any automobile or truck license or any other identifying information with regard to those who enter or leave the premises.
16. 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.
17. 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/references about individuals' families, and making such comments as "we know who you are", "we know where you live", "accidents happen on jobsites", and "we will remember you", etc.
18. Do not photograph or videotape people entering or leaving the premises. Do not bring cameras or recording devices to the picket line.
19. 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.
20. Do not litter. Maintain a clean picket area.
21. Do not scatter nails or tacks, or other material around the picket area. Do not tamper with private property in or around the picket area.
22. Do not engage in unnecessary conversation with anyone other than pickets. Refer all questions to the designated Union representative.
23. In the event you are approached by law enforcement be cooperative and refer them to the designated Union representative.
24. If in doubt about any of the above, contact the designated Union representative.

DOs and DON'Ts for LOCKED Out Con Ed Workers

- ☐ DO tell the public that Con Ed locked out 8,500 Local 1-2 members without warning when our Union wanted to continue working and continue bargaining.
- ☐ DO tell the public that locked out Local 1-2 members never threatened to strike or walk out.
- ☐ DO tell the public that locked out Local 1-2 members are committed to providing our customers and our community with safe and reliable electricity, gas and steam at a reasonable cost.
- ☐ DO tell the public that Con Ed is demanding radical cuts in our pension and health care. ☐ DO tell the public that Con Ed would not make any wage proposal until just before it locked us out. And Con Ed's last minute wage proposal is way less than the cuts Con Ed is demanding in health care and pension.
- ☐ DO tell the public that Con Ed's CEO Kevin Burke is living high on the hog while 8,500 employees are locked out from their jobs. Last year Mr. Burke's compensation was almost \$11 million. His pension is worth about \$18 million. Also, his golden parachute is worth about \$30 million!
- ☐ DO tell the public that in 2011 Con Ed recorded revenues of over \$13 billion and record profits of over \$1 billion!
- ☐ DON'T get into arguments with anyone. Just tell the truth about what Con Ed has done to its workers and our community.
- ☐ DON'T damage property.
- ☐ DON'T block exits or entrances. ALWAYS be courteous to pedestrians.
- ☐ DON'T throw away your lockout sign or banner. DO give it to another protester or take it home for future use.
- ☐ DON'T use profanity. DO chant and shout for justice.
- ☐ DON'T litter this is our city.

Put on the heat, out in the street,
Union power can never be beat!

There's one thing that's clear to me,
the people here have unity!

Fee Fi Fo Fum
look out _____ here we come!

I don't know but I've been told,
_____ 's pockets are lined with gold!
Lies and tricks will not divide,
workers standing side by side!

<i>Call</i>	<i>Response</i>
Dignity	Union YES!
Justice	Union YES!
Respect	Union YES!
Organize	Union YES! (etc.)

<i>Call</i>	<i>Response</i>
Union power on the rise	Now's the time to organize!
no more bosses' tricks and lies	Now's the time to organize!
give our children better lives	Now's the time to organize!
organize - organize	Now's the time to organize!

<i>Call</i>	<i>Response</i>
We are the _____	We are the _____
Mighty mighty _____	Mighty mighty _____

Hey, hey, what do you say?
_____ is here to stay!

Hey, hey, what do you say?
We want a contract right away!

Hey, hey, what do you say?
_____ all the way?

Hey, hey, don't delay!
Give us a contract with equal pay!

Hey, hey what do you know?
_____ is moving mighty slow!

Hey hey, ho ho,
_____ has got to go!

_____ is unfair,
all we want is our fair share!

Wanna know what all the fuss is?
We are standing up for justice!

Their _____ per cent won't pay the rent!

_____ says Yes	We say NO!
_____ says Hell Yes	We say HELL NO!
_____ says Give Back	We say FIGHT BACK!
_____ says Take Away	We say NO WAY !!!

What do we want? _____ (i.e. contract; justice; pension)
When do we want it? NOW!



PICKET LINE CODE OF CONDUCT

Lawful picketing/hand-billing to inform the public of the existence of a labor-related situation and to persuade people to support the union is protected under federal labor laws and the First Amendment.

Note: This picket is for informational purposes only. We are not asking or suggesting that any person engage in a strike against his or her employer or refuse in the course of his or her employment to use, manufacture, process or transport or otherwise handle or work on any goods, articles, materials or commodities or perform any service.

Here are some Rules to Follow:

1. Do not encourage or induce people to leave the job or otherwise quit working on the job; participants cannot be on the clock.
2. Carry only signs provided by the Union, don't change the one provided to you.
3. Do not block entrances or exits of the Informational Picket site.
4. Coercion on a picket line is unlawful.
5. Threats to the physical well-being of others, actual physical altercations, bringing weapons of any kind to the picket line, damaging property, trespassing on private property or other violent acts ARE PROHIBITED BY LAW.
6. Do not swarm around people or cars/trucks trying to enter or leave the site.
7. Do not converse with drivers or others who are trying to deliver or remove materials from sites.
8. Do not litter; maintain a clean picket area.
9. Do not tamper with private property in or around the picket area.
10. Do not engage in conversation with anyone you do not know, other than fellow Union Activists.
11. If you are approached by the police be cooperative and refer them to your Union representatives.
12. There will be no designated parking at the Informational Picket sites.

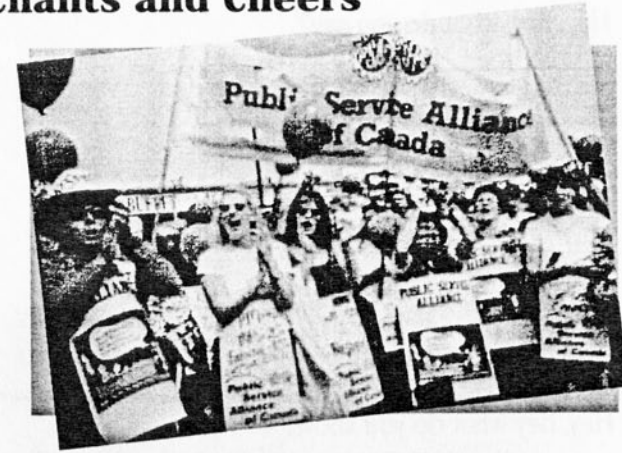
Any other questions or issues please ask a Picket Captain or another Union Representative!

Guidelines for Picketing

YOU HAVE A LEGAL RIGHT TO PEACEFULLY PICKET
IN SUPPORT OF A LAWFUL STRIKE

- DO:**
- Remain peaceful, calm and orderly.
 - Keep moving.
 - Be courteous.
 - Use only picket signs provided/approved.
 - Use only flyers supplied.
 - Allow access to anyone entering or leaving the facility.
 - Cooperate with police.
 - Keep the area clean; do not litter.
- DO NOT:**
- Block entrances or exits.
 - Interfere with traffic.
 - Physically touch any person approaching or crossing the picket line.
 - Attempt to frighten off consumers or employees.
 - Threaten or intimidate -- by words or gestures.
 - Make statements to police, reporters, managers, security—refer them to a designated spokesperson.
 - Use foul or abusive language; litter; drink alcohol.

Chants and Cheers



Many of the chants in this section are taken from *"Good Chants for a Lively Picket Line"* written by Ruth Goldbaum and produced by the Greater Hartford Labor Council. Copies of the complete booklet are available from The Labor Heritage Foundation at:
<http://www.laborheritage.org/goodchants.html>

"In these times of renewed activism and organizing, good chants and songs can be important organizing and energizing tools and can really brighten a picketline and a rally. A picketline is in its glory when it has a few loud noisemakers to keep the step lively and the spirit strong!!! Homemade noisemakers work great and are so easy to make. Shakers using empty soda cans and filled with beans, pebbles or ballbearings and covered with tape can make a powerful sound. Whistles, bicycle horns, cowbells and drums made of pots, pans and spoons sound great, too."

Ruth Goldbaum, *"Good Chants for a Lively Picket Line"* Greater Hartford Labour Council.

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COMMITTEE ON PICKETING AND OTHER LAWFUL DEMONSTRATIONS

REGULATIONS FOR PICKETING

PRECEPTS

Picketing is not an occasion for an assertion of personality, individuality, ego, rebellion, generalized non-conformity or anti-conformity. It is an occasion for an organized effort, by a group or a movement, as such, working in a calculated, coordinated fashion, to make its existence, message, and grievances known where they need to be known. Therefore the individual picketer serves, merely, to carry a sign or to increase the size of the demonstration; not he, but his sign should attract notice and attention.

People are much more likely to listen to, to examine, and hopefully, to accept new, controversial, unconventional, unorthodox, or unusual ideas and positions, if these are presented to them from sources bearing the symbols of acceptability, conventionality, and respectability, as arbitrary as those symbols may be. Good order, good appearance, and dignity of bearing are essential.

In order for a demonstration to be most effective, it must be well organized, and well disciplined. Signs must be well planned and carefully coordinated with each other and with the rationale for the demonstration.

The demonstration must have a well-defined purpose. The location of the demonstration must be clearly relevant to the purpose of the demonstration.

RULES

A. Dress and appearance will be conservative and conventional.

1. Men will wear suits, white shirts, ties; women will wear dresses.
2. When outer clothing is required, overcoats, topcoats, raincoats will be worn, not jackets or other more casual, less formal outer wear.
3. Picketers will be well-groomed; men will have recent haircuts and fresh shaves; the wearing of beards will be discouraged.

B. Signs

1. Legends on all signs must be approved in advance, through whatever coordinating machinery is set up for the purpose.
2. Signs will be neatly and clearly lettered.
3. Marchers will carry the signs assigned to them.

C. Marching

1. The order of the marchers and the signs will be established by those in charge of the demonstration. Signs will always be carried in the designated order.
2. All inquiries will be referred to a previously designated spokesman or spokeswomen.
3. There will be no exchanges of remarks between picketers and passerby. Conversation and comments among the picketers will be kept to a minimum.
4. Picketers will neither smoke nor take refreshment on the line.
5. Picketers will leave the line only when absolutely necessary, as briefly as possible, and only a few at a time.

Guidelines for Flyering

YOU HAVE A LEGAL RIGHT TO PEACEFULLY HANDBILL

IN SUPPORT OF A CONSUMER BOYCOTT

DO:

Remain peaceful, calm and orderly.

Direct flyers towards consumers – not employees.

Stand at entrances – but do not block.

Use only flyers supplied.

Persuade and inform.

DO NOT:

Carry signs.

Block entrances.

Encourage or cause interruptions of deliveries.

Urge employees to strike or refuse to work.

Picket – i.e., walk in a pattern or patrol.

Attempt to frighten off consumers or employees.

Threaten or intimidate -- by words or gestures.

STRIKE & PICKETING RULES

1. These rules and general conduct shall be observed during any strike, picketing and lock out action.
2. Only those employees of the Company who are members of _____ (the union), who are in good standing, and who wish voluntarily to participate in such strike and picketing action, may do so.
3. Those taking part in the strike will not be paid for any period or periods that they are not working properly or at all. They will also not receive pay for partial performance during the course of the industrial action, as the Company will not accept a tender of partial performance.
4. Employees participating in the strike, subject to their compliance with these rules, are not permitted access to any non-prescribed areas of the Company's premises.
5. Union members taking part in the protected strike shall at all times during the course of that strike conduct themselves in a peaceful and orderly manner.
6. Such striking Union members shall at all times observe and comply with the Company's normal security, health, safety and bio security regulations.
7. Striking workers shall not block entrances and / or exits to and / or any roads on the Company premises.
8. No Liquor or drugs must be in the possession of any striker whilst on Company premises.
9. Striking workers will only be permitted to enter and exit the Company property via the main entrance once per day.
10. There will be no littering of the prescribed area.
11. Striking Union members shall not:
 - 11.2 Threaten, intimidate or assault any employee whatsoever who is not participating in the strike, whether that employee is in the full-time or temporary employ of the Company.
 - 11.3 Enter or come in proximity of the following areas of the Company:

Abattoir, workshop, offices, loading bay, dispatch, receiving, storage, feed store, diesel dispensing area, gas storage and managerial residences.
- 11.4. Engage in any form of violence, intimidation, or damage to Company property or personnel or customers or suppliers to the Company.
- 11.5. Disobey any lawful instruction, which has been given by the Union's Officials or Shop Stewards in terms of the strike rules.
- 11.6. Wear masks or is in possession of any offensive weapon or dangerous implements and no striking employee shall be in possession of any inflammable materials on the Company's premises.
- 11.7. Hinder in any manner access to or exit from the Company's premises by any vehicle or person.
- 11.8. Interfere unlawfully with the conduct of the business, or any person, or body involved in the conduct of the Company's business.
- 11.9. Make use of Vuvuzela's at any time during the strike action.

Where do we park?

- Park legally. Carpool.

What about the police?

- Your Takeover Committee has consulted with the local police and the City of Oshawa about the location, time, and purpose of the mass picket and march. The police understand and respect that the picket is part of a legal strike action. They will provide onsite support to ensure traffic and pedestrian safety.

What happens if the weather is terrible?

- Dress for the weather.

Are part-time teachers required to do picket duty if the day is a day they normally have off?

- No, part-time teachers would not be required to do picket duty on their day off. They could choose to support the strike action by joining the mass picket and march, but they would not receive strike pay.

What do we do if the media tries to ask us questions?

- Individual members should NOT speak to the media unless asked to do so by the local office. If a member of the media arrives they should be directed to the Local President.

Picketing Dos and Don'ts

DO:

- ✓ Keep language appropriate
- ✓ Speak to individuals you encounter
- ✓ Walk around with your sign or placard
- ✓ Make noise (bring noisemakers)
- ✓ Bring your own sign if you prefer (as long as it's appropriate)

DON'T:

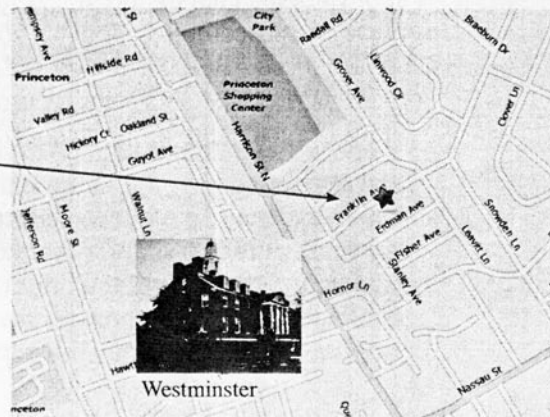
- ✗ Go on private property
- ✗ Create a nuisance
- ✗ Destroy or damage property
- ✗ Obstruct access to property
- ✗ Obstruct the orders or instructions of a peace officer
- ✗ Engage in harassment, intimidation, or violent statements or behaviours
- ✗ Use foul language or obscenities

Picketing

Please read and follow these instructions:

1. Dress as professionals (as you would for teaching; we recommend neckties and jackets), especially during the first few days of the strike, as this is when the press will be there.
2. Please park appropriately. Do not block driveways. We must be careful and do as little as annoy local residents.
3. General Guidelines include:
 - i. Picket signs will be provided. Carry them so they are readable. When your shift ends, turn them in to your captain.
 - ii. Picket ONLY on the sidewalk on the campus side of Route 206 (Lawrenceville) and, in Princeton, only in front of the designated gates (main and student center entrances). Keep the lines moving. Do not go farther than the campus boundaries. Do not picket in front of the gates and do not block any roadways. Do not stand in front of any trucks. Ask those who may try to cross the picket line to respect the strike by not crossing the picket line. There should be no physical blocks and no physical abuse. Avoid arrest. Act professionally.
 - iii. Do NOT stop traffic.
 - iv. Please do not go on campus when your shift ends. All professional activities must be conducted off campus.
 - v. Please refer to the talking points on page 3 of this document in communicating with the media or anyone who asks questions. Do NOT answer questions from anyone beyond the talking points. ALWAYS refer people to the picket shift captain, who will refer the media to the **Jeff Halpern** or **Joel Phillips**, the current AAUP President.
 - vi. Strike Headquarters will be the home of Nancy and Charles Richardson, 5 Twin Oaks Drive, Lawrenceville (right across from the main gate).

- vii. The relief station for Princeton picketers will be the home of E. Graham McKinley, 391 Franklin Ave., Princeton (683-4060).



VERIZON WIRELESS PICKETING INSTRUCTIONS

THE DOs AND DON'Ts OF PICKETING

1. IT IS YOUR CONSTITUTIONAL RIGHT TO PICKET YOUR EMPLOYER OR JOIN THE PICKET LINE OF A LAWFUL PRIMARY STRIKE AND TO PASS OUT HANDBILLS DURING THAT STRIKE. PICKETING IS A FORM OF FREE SPEECH PROTECTED BY THE FIRST AMENDMENT.

2. WHEN YOU ARE PICKETING:

A. ASK THE PUBLIC NOT TO PATRONIZE THE EMPLOYER, AND ASK PERSONS MAKING DELIVERIES TO THE EMPLOYER TO HONOR YOUR PICKET LINE. THIS DOES NOT APPLY IF PICKETING IS ONLY "INFORMATIONAL."

B. COMMUNICATE WITH CUSTOMERS IN A COURTEOUS MANNER AND ASK THEM FOR THEIR SUPPORT. TELL THEM ABOUT THE STRIKE.

C. COOPERATE WITH POLICE OFFICERS AND OBEY THEIR INSTRUCTIONS. IF THERE IS A PROBLEM, OBTAIN THE OFFICER'S NAME, DEPARTMENT AFFILIATION, AND BADGE NUMBER AND REPORT INFORMATION ABOUT POLICE ACTIONS TO THE PICKET CAPTAIN AND/OR CWA.

D. MAINTAIN PEACEFUL AND ORDERLY PICKETING.

E. KEEP MOVING AND MAINTAIN ADEQUATE SPACE BETWEEN PICKETS TO ALLOW FOR ACCESS THROUGH COMPANY ENTRANCES AND GATES.

F. DO NOT USE FOUL OR ABUSIVE LANGUAGE TO CUSTOMERS OF OTHERS IN VICINITY OF PICKET LINES.

G. DO NOT THREATEN CUSTOMERS OR OTHERS.

H. DO NOT PHYSICALLY TOUCH ANY PERSON APPROACHING OR CROSSING PICKET LINES.

I. DO NOT MAKE ANY STATEMENTS TO POLICE, REPORTERS, TV/RADIO, MANAGERS OR SECURITY AGENTS. REFER ALL QUESTIONS TO THE PICKET CAPTAIN OR CWA.

J. DO NOT LITTER. KEEP THE AREA CLEAN.

K. DO NOT DRINK ALCOHOLIC BEVERAGES OR BRING ANY NON-PRESCRIPTION DRUGS WITH YOU TO THE PICKET LINE.

L. DO NOT INTERFERE WITH TRAFFIC BEYOND WHAT PEDESTRIANS NORMALLY ARE ENTITLED TO DO.

RULES OF PICKETING

The following list should be reproduced and distributed to all picketing members and should be adhered to strictly:

Rules and duties of members on a picket line:

- most picketers should carry a sign;
- every picket line must have a Floor Captain;
- at least one picketer should carry a camera at all times (to take pictures of events on the line, particularly acts of provocation);
- each picket line should be supplied with copies of leaflets to distribute, particularly to clients of the employer, explaining the reason for the strike;
- picketers should dress casually, but neatly;
- picketers should be courteous but friendly to the public, and should ensure that they do not obstruct the normal use of the sidewalk;
- there should be NO consumption of alcohol or any other illicit substance before going on picket line duty. Anyone under the influence or in possession of alcohol will not be allowed on the picket line;
- anyone attempting to cross the picket line must be informed of the strike and asked politely to respect the picket line;
- picketers should not engage in an argument or debate concerning the strike with the person trying to cross the line. Employees covered by an essential services agreement and other non-striking employees should be informed of their right to request a management escort through the line, and asked to honour the line until they have that escort.

Top Ten Reasons to Picket

10. You get to meet your union representatives in person.
9. You get fresh air and exercise.
8. You get to actually talk to your colleagues.
7. You get to find out how accurate the weather forecast was.
6. You don't have to worry that you forgot the keys to your office.
5. You finally get to choose your schedule and workload.
4. You have nothing to prep the night before except your peanut butter sandwiches for lunch.
3. After using the portable toilet, you remember why you don't like camping
2. You don't have to go outside to smoke,
... and the number one reason:
1. Free signs!



Picket Etiquette

Here are some tips for safe and productive picket duty:

1. **Check in.** Be sure to check in with your picket captain every time you arrive for your shift. If you show up for a different time slot than the one you originally selected, let the picket captain know this. It is your responsibility to sign in with the picket captain for every shift you work, or you will not be paid for those hours.
2. **Be friendly and polite.** Do not argue, or yell at people who are on the road or attempting to go into the buildings. Do not throw anything, or make obscene gestures. Treat everyone with dignity and respect, as you would expect to be treated.
3. **Converse, and offer a leaflet.** Engage and inform people you encounter to educate them about our legal strike. Encourage people in cars to roll down their windows and accept a leaflet. Do not become upset if they refuse.
4. **Avoid conflict and confrontation.** No matter how much someone tries to bait you, remain neutral and calm. Reiterate the union position on the strike (see "What Should I Say?" in yesterday's issue and on-line at www.opseu560.org). The purpose of a picket is to inform and persuade, not obstruct or alienate.
5. **Stay safe.** Look after yourself and don't put yourself in harm's way. Don't step in front of a vehicle to force it to stop.
6. **Comply with Police.** If police or security staff ask you to move or refrain from any action, do so.
7. **Refer the Press.** Please refer any and all members of the press to our union spokespersons. They have developed a clear and consistent message, and are prepared to field questions on our behalf.
8. **Note and report.** If you are harassed or threatened, or endangered by a car refusing to stop when requested, report the incident to your picket captain. Get a vehicle license number if possible.

Remember, our professional and moderate behaviour on the picket line strengthens our position. How we conduct ourselves on the picket line affects public opinion. Let's not give management a reason to deny us their co-operation.

GUIDELINES FOR H&R BLOCK PICKETERS

Be polite, neatly dressed, and well-mannered. Don't get into any arguments. Don't touch any customer in any manner. All American gun owners will be judged by your behavior.

Never block or impede the business entrance. Never block or impede the sidewalk or other public passage.

Have sufficient copies of our handout available for the picketing period. Select and append the name, address, and phone number of a local tax competitor before copying it. You may carry a neat picket sign, worded according to the sample available on our website. Do not hand out any other literature.

Simply approach arriving H&R Block customers, offer a handout, and say:

"I hope you'll consider having your taxes done somewhere else this year."

Arguments waste time you could spend reaching more receptive customers. Thank the argumentative customer for "listening to our issues," then move on.

If you are asked by the customer to explain the boycott, you may.

It is a **national boycott** is about **social discrimination against gun owners** and a **broken promise by H&R Block**. It is not about "revenge," or "destroying H&R Block's business." Our only goal is **to obtain a public apology and a promise of equal treatment and consideration**.

We are picketing because H&R Block has ignored a year's worth of letters and petitions, but has shown that picketing is certain to get their attention.

If you are scheduling your own picketing activities, try to concentrate on covering Saturdays first; then after-dinner hours (earlier days of the week are better). Weekday work hours will not be the most productive use of your time. The longer you picket a single office, the more effective the pressure will be.

If you are asked or told by the management to move on, inform them that it is your right to picket on public property. (NOTE: Malls and certain shopping center complexes are *private property*, and if you are told by an authority to leave those premises, *you must*. For best results, do not choose H&R Block offices in these locations. Instead, find offices that open onto public streets.)

If anyone asks for further information about the boycott or how to contact its organizers—where "anyone" includes customers, Block employees, or the press—refer them to the website address, which appears on the handout.

If *you as a picket* have any questions, contact your state coordinator, or write us at boycottblock@earthlink.net. Please do not give out that e-mail address.

Thank you for volunteering your time and commitment to picket for us.

DUTIES OF PICKETERS

Picketers may:

- ✧ walk around with a placard;
- ✧ speak with people going through the picket line;
- ✧ walk en masse in front of the access points to a property, as long as they keep on moving and do not obstruct;
- ✧ make noise, speak to individuals, as long as it does not come within the realm of a disturbance or assault; and,
- ✧ communicate by means of the media, flyers, buttons, pickets, as long as they are not defamatory.

Picketers may not:

- ✧ trespass on employer property without consent;
- ✧ watch or beset a house or place, if it is not for the communication of information;
- ✧ create a nuisance;
- ✧ intimidate or take violent action or otherwise cause a disturbance;
- ✧ act in a mischievous fashion by destroying or damaging property, rendering it dangerous;
- ✧ interrupt the lawful enjoyment of property;
- ✧ obstruct access to property; and,
- ✧ obstruct a peace officer.

PICKET LANGUAGE

- ✧ pickets should avoid personal issues, foul language, obscenities; and
- ✧ text on the picket may be personified – name the President of Treasury Board as the bad person on picket signs, carry the Prime Minister in effigy at demonstrations. This appeals to the imagination and identifies those who really wield the power.

PICKETING

WHY WE PICKET

WE DO NOT PICKET

-just because we want to eat. We can eat at home or walking down the street.
-just because students in many other cities are picketing.
-to express our anger or resentment at anyone
-to humiliate or put anyone out of business

WE DO PICKET

-to protest the lack of dignity and respect shown us as human beings.
-to enlist the support of all (whatever their color) in getting services in business places that will grant us dignity and respect.
-to help the businessman make changes that will bring us closer to the Christian and Democratic practices.

WHO CAN PICKET

We welcome picketers of any race, high school age and beyond, ONLY if they agree THAT UNDER NO CIRCUMSTANCES will they resort to violence.

We will use picketers ONLY if they agree to go through a short course of instruction on picketing.

Picketing will be done at stated hours and days decided by the Executive Committee and under the direction of a Picket Captain, trained for this work. Picketers must promise to obey the captain at all times.

REMEMBER - the teachings of Jesus, who, "when reviled, reviled not again."

SOME DOS AND DON'TS FOR PICKETERS

DO....

-walk slowly and quietly - at least four feet apart.
-be careful to let anyone who wishes to enter the place of business do so.
-refer all incidents of jostling, abuse by word, or anything of this nature to the picket captain.
-be on time at the place set by the picket captain.
-leave the place of picketing promptly on being relieved.

DON'T....

-be boisterous, laugh or joke with other picketers or by-standers.
-hold conversation with by-standers or business owner.
-leave the picket line without notifying the captain.
-block the entrance or make it difficult for people to enter the business.
-come to the picket line without being neatly dressed.
-answer insult with insult, argument with argument, blow with blow, anger with anger.

REMEMBER - the example and teachings of Martin Luther King who refused to hate anyone, but stood in love and firmness for human dignity and respect.