

PICKET LINE PROCEDURES

In the event of a full withdrawal of services, picket lines are likely. While this situation is uncomfortable, it is lawful and it is important to remember that the picketers are our colleagues. Please remain calm, considerate, and avoid confrontation.

1.0 RIGHTS OF NON-STRIKING EMPLOYEES

All non-striking employees have the right to cross picket lines at any time without harassment or intimidation.

2.0 LAWFUL ACTIVITIES OF STRIKING EMPLOYEES

2.1 The Union may post pickets any time during a lawful strike.

2.2 Pickets may be posted at any place of business of the Board; i.e., schools, Board offices, etc. Pickets must, however, remain on public property and not on Board property.

2.3 Picketing for the purpose of communication and the obtaining of information is lawful.

2.4 Picketers can detain persons for a few minutes. Persuasion is lawful.

2.5 Striking employees and their vehicles may not enter onto Board property without permission. The exception to this would be to participate in the Continuing Education programs, approved community sponsored programs, Board committees and public Board meetings.

3.0 UNLAWFUL ACTIVITIES OF STRIKING EMPLOYEES

3.1 Mass picketing which prevents or may prevent the free passage of persons or vehicles.

3.2 The use of violence or the threat of violence to person or property.

3.3 Intimidation.

3.4 Stalking.

3.5 Trespassing onto Board property while picketing.

4.0 PICKET LINE INFORMATION

4.1 All persons have a legal right to peaceful and unobstructed access to Board premises.

4.2 The pickets have a legal right to communicate with any persons who are seeking access to Board premises.

4.3 This communication may take a verbal or visual form.

4.4 The picketers do not have a legal right to block your access to Board premises with their bodies or other objects.

Procedures for Crossing the Picket Line in a Vehicle:

- 4.5 Prior to leaving home in the morning, walk around your vehicle and note any damage which is currently existing.
- 4.6 Carpool.
- 4.7 Approach the picket line at a slow speed.
- 4.8 Keep your windows rolled up.
- 4.9 Keep your doors locked.
- 4.10 Do not turn vehicle off.
- 4.11 Do not leave your vehicle.
- 4.12 Refrain from discussing matters with the picketers.
- 4.13 Any unlawful activities or concerns should be reported to your immediate supervisor.
- 4.14 Always follow instructions of any police officer who is in attendance at the picket line.
- 4.15 If you disagree with an officer's instructions, or think them to be inappropriate, follow them, get the officer's name and badge number, and report the incident. Do not disobey the police officer's orders.
- 4.16 Picketers do not have a legal right to force your vehicle to stand at the side of the picket line while other vehicles behind you enter the premises.
- 4.17 In penetrating through the picket line, one should exercise caution. Care should be taken not to cause injury to the picketers. However, if the picketers allow a small space in front of your vehicle, move your vehicle forward into that space.
- 4.18 Obviously these comments are of a general nature; use common sense in all situations and attempt to avoid conflict.
- 4.19 No Principal, Vice-Principal, Manager, or Supervisory Officer shall join a picket line.