

DUTIES OF PICKETERS

In the event of legal work stoppage, all members must participate in picket duties unless assigned other duties by the *Division Strike* or *Picket Captain*. All *Members* must report at their assigned location at the specified time. *Members* will sign the Attendance Form and be guided by the instructions of the *Picket Captain*.

The Picket line is a symbol of Union solidarity and must be respected. Peaceful picketing during a legal labour dispute (whether a strike or lockout) is a lawful and a constitutionally protected activity. Acts of violence cannot and will not be condoned.

Picketers MAY:

- Picket at the employer's facilities unless it involves conduct that is either tortious or criminal. Remember always keep moving.
- Inform the public this is a legal picket line. Distribute literature, leaflets, explaining the reason for the strike.
- Refer reporters, or any other visitors including security, to others designated for that purpose.
- Ask non-striking individuals to respect the strike line.
- Inform the public the Union's position in our labour dispute with Canadian Pacific.
- Language should avoid obscenities and personal issues.
- Make noise, speak to individuals provided it does not create a disturbance or is not abusive.
- Text on signs may be personalized but not abusive or harassing in nature.
- Record and document employees crossing picket lines and performing our work. Inform your picket captain of these occurrences. Do not approach these individuals.
- Record anyone who is aggressive or disruptive to the picketers. Inform your picket captain of these occurrences.

Picketers May Not:

- Trespass on employer property without consent. Destroy or damage property.
- Obstruct access to property or the normal use of a sidewalk.
- Watch or beset a house or place, if it is not for the communication of information.
- Intimidate or take violent action or otherwise cause a disturbance or create a nuisance.
- Consume any alcohol or occupy the picket line under the influence of alcohol.