

## THE DOs AND DON'Ts OF STRIKE PICKETING

1. It is your constitutional right to picket your employer and to pass out handbills during a strike. Picketing is a form of free speech protected by the First Amendment of the United States Constitution.
2. Your right to strike, to picket, to handbill and to engage in other forms of collected activity as workers is also protected by the National Labor Relations Act.
3. **Only Verizon Wireless/CWA signs when picketing Verizon Wireless Stores:** Use **only** CWA on Strike at Verizon Wireless signs and leaflets in front of Verizon Wireless stores. **Do not** use Verizon Wireless signs in front of Verizon garages and buildings. **Do not** use IBEW signs in front of Verizon Wireless stores or locations.
4. **Only Verizon signs when picketing Verizon locations:** Use **only** Verizon signs and leaflets in front of Verizon garages and buildings. **Do not** use Verizon signs in front of Verizon Wireless stores.
5. Rules to follow when you are picketing:

### Walking the line in front of an employer facility:

- Picket only **where** you are assigned by your Picket Captain or your CWA Local.
- Do not have so many picketers on the line that pedestrians cannot pass and that picketers are blocking the entrances/exits.
- **Keep moving.** Maintain adequate space between picketers to allow for access to facilities through company entrances and gates.
- Picket only the employer being struck and the workers performing the work of the employer being struck. Do not picket gates labeled “**reserve gate**” for employers who are not the struck employer. Ask your Picket Captain if you have questions about reserve gates.
- **Do not touch** any person approaching or crossing the picket lines.
- **Do not interfere with traffic** beyond what pedestrians normally are entitled to do.
- **Do not argue** with other picketers. If you have a problem, address it with your Picket Captain as soon as possible.
- **Do not litter.** Keep the area clean.

- **Do not drink** alcoholic beverages or use non-prescription drugs directly prior to picket duty. Do not bring alcoholic beverages or non-prescription drugs with you to picket duty.
- **Maintain peaceful and orderly picketing.** For example, do not use foul or abusive language with customers or others in the vicinity of the picket lines. Do not threaten customers or others.
- **Report** any incidents involving threatening or dangerous behavior to your Picket Captain or CWA Local. Make a written record about what happened, including the date, time and place, description of incident, names or description of individuals involved, and names of all witnesses.

Interacting with others:

- Ask **workers who are not honoring the picket line** to do so, whether or not those workers are union members. The National Labor Relations Act protects employees in the bargaining unit from discipline when they refuse to cross a picket line.
- Ask **the public** not to patronize the employer.
- Ask **persons making deliveries** to the employer to honor your picket line.
- Communicate with **customers** in a courteous manner and thank them for their support. Tell them why you are striking.
- Cooperate with **police** officers and obey their instructions. If there is a problem, obtain the officer's name, department affiliation, and badge number. Report this information, along with a description of the problem, to your picket captain or your CWA Local.
- You have the right to call someone who crosses the picket line "**scab.**" You can add an adjective. However, you **cannot** use speech that vilifies a person or group due to their color, disability, ethnicity, gender, sexual orientation, nationality, race, religion or other legally protected status.
- **Do not make any statements** to police, reporters, television, radio, newspapers, managers or security agents. Refer all such questions to your Picket Captain or CWA Local.
- **Thank** everyone for their support.

**Do not engage in the following:**

- **No physical assault** with the potential for causing actual bodily injury (not including incidental bodily contact);
- **No threats** of physical or sexual assault directed at individuals or their family members;
- **No reckless driving**, endangering others, that impedes or interferes with the operation of a company vehicle (lawful mobile picketing, including following company vehicles during a strike, is not a basis for discipline);
- **No significant damage** to Company or personal property; and
- **No use of racial or sexual slurs** or other hate speech that vilifies a person or a group on the basis of color, disability, ethnicity, gender, sexual orientation, nationality, race, religion or other legally protected status.