

## RULES & INSTRUCTIONS FOR PICKETS

The following rules apply to all picketing:

1. Violence or threats of any kind are absolutely prohibited, even if someone tries to provoke you. Do not curse, use profanities and/or racial slurs.
2. Do NOT talk to ANYONE.
3. If someone speaks to you or ask you questions, advise them to read the picket sign and/or leaflet.
4. Picketers on roadways or driveways must be moving at all times.
5. Do NOT block any entrance or exit.
6. Do NOT surround people or vehicles.
7. Do NOT impede traffic, whether on foot or in a vehicle, in any way.
8. Do NOT touch anyone or any vehicle with any part of your body or any object.
9. Do NOT spit and do NOT throw any object or substance at any person or vehicle.
10. No weapons or other objects or any kind, other than authorized picket signs or leaflets, may be brought to or carried on a picket line.
11. Do NOT use any picket signs or leaflets except those given to you by the Union. Do NOT alter or change any sign or leaflet given to you by the Union.
12. Do NOT picket anywhere except where authorized by the Union.
13. The following rules apply when picketing a target contractor working at a location where other contractors, who we do not have a dispute with, are working (a "common situs"):
  - (a) picketing must be limited to times when the target contract employer and its **employees** are present at the neutral employer's premises (the presence of the target's materials or

- equipment is NOT enough to allow picketing);
- (b) the target contractor must be engaged in its "normal business" at the time of the picketing;
  - (c) the picketing must be limited to areas reasonably close to the primary employer; and
  - (d) the picket signs must clearly state that the dispute is with the target contractor.
14. General contractors or owners may set up separate entrances or gates for the target contractors (and their suppliers) and for other contractors we do not have a dispute with (a "reserve gate system"). If a reserve gate system is set up, you must picket ONLY at the gate assigned for the target contractors. If the target contractors or its suppliers use gates reserved for neutral contractors, contract \_\_\_\_\_ immediately. (Note: The fact that neutral contractors might use the target's gate does NOT allow picketing at the neutral gates.)
15. Alcoholic beverages and/or illegal drugs are prohibited. If you have been drinking or using drugs, do not come to the picket line. If you do, you will be sent home.
16. Do NOT videotape or photograph people or vehicles coming or going from a site unless you need to preserve their actions as evidence (e.g., if a target contractor is using a neutral gate or someone is engaging in misconduct such as violence towards picketers, provoking or threatening picketers, driving dangerously or otherwise violating the law).

The following additional rules apply to following and picketing vehicles:

1. Do NOT follow vehicles too closely. You MUST obey all traffic laws and regulations.
2. Do NOT record license plate numbers.
3. At the vehicle's destination, stay as close to the vehicle as possible without interfering with its movement or operation in any way and without causing a safety risk to yourself or anyone else.

4. If a manager or police officer instructs you to leave the property, do so immediately and contact the Union immediately. Do NOT re-enter property and wait for instructions from the Union.
5. Do NOT speak to anyone attempting to drive, load, unload or otherwise approach a vehicle.
5. When the vehicle leaves a property you MUST leave that property immediately.

FAILURE TO FOLLOW THESE RULES COULD SUBJECT YOU AND/OR THE UNION TO CHARGES AND LAWSUITS AND LIMIT OUR ABILITY TO WIN THE STRIKE.

ANYONE VIOLATING THESE RULES WILL BE BARRED FROM PICKET LINES.