



Strike Notice #1

STRIKE / PICKET LINE – FAQ's

This is our first strike in the industrial, commercial and institutional (ICI) sector in 34 years. Here are answers to some of your frequently asked questions.

What can and can't our members do on picket lines?

The right to strike is protected by the Charter under the freedom of association (section 2(d)). The purpose of a strike is to exert economic pressure on an employer to agree to better the terms and conditions of employment. As part of this, workers (and the Unions that represent them) are allowed to set up and maintain picket lines to persuade other people not to do work for, or do business with, the employer.

However, lawful picketing is for communication only. The picket line must be peaceful and cannot be used to forcibly prevent people from entering or exiting an employer's premises. Threats, intimidation, or physical altercations do not belong on a picket line. Our membership should not engage in arguments and should avoid confrontations.

Our membership and business representative's safety is of the utmost importance. We need to be looking after one another on the line.

In the event that we are approached by law enforcement we must all be cooperative and take direction from them. If there is any doubt about what they are advising you, then phone the legal department.

How long can vehicles be stopped/slowed down from entering a property?

Use your best judgment. So long as we are not unreasonably interfering with access or egress to the job site or business or preventing employees from getting to and from work, then we are conducting a lawful picket / information line. Do not swarm vehicles entering or leaving the job.

Where can we set up picket lines and what can we bring?

Picketing is confined to public areas surrounding the job site. As a general rule, there should be no picketing on private property or in the streets.

Bring flyers/leaflets to hand out informing the public of why we are strike. Hand them out. Engage in brief enthusiastic conversation with those you are handing them to and attempt to educate them as to why we are on the picket line and why we have withdrawn our services. Bring food and water and make sure you stay hydrated.

You should of course bring picket signs and display them proudly but make sure that the messages on them do not contain threats, slurs or other forms of harassment.

Can (or should) we picket contractors offices?

Generally, striking or locked-out employees are only entitled to picket where they normally perform the work and/or which is under the control and direction of the employer. Other operations of the employer may not normally be picketed.

For now, we will only be picketing contractors' job sites.

What can be done about contractors "moving" ICI members to other sectors after we have gone on strike?

We are on a province-wide strike in ICI sector of the construction industry. Other than in residential drywall, the Carpenters' Union has not declared a strike in any other sector of the construction industry.

Our members can, and should, continue to work in other sectors. All locals should continue to dispatch our members to non-ICI job sites.