

IBEW Local 827, AFL-CIO

PICKET GUIDELINES

In the event it is necessary to engage in Picketing activity involving the Company, it is important that the following rules and procedures are followed. It is the policy of IBEW Local 827 and its officers that picketing activity be consistent with relevant legal requirements and rules contained here. Failure to follow the rules may result in serious consequences including both criminal charges by law enforcement as well as disciplinary action by the Company. If you have any questions about picket requirements, please contact the Local for further information.

- NO ALCOHOLIC BEVERAGES, DRUGS OR VIOLENCE SHALL BE PERMITTED
 - **Do not** make statements to the press, radio or news media, etc. Refer all news contacts to Union Headquarters (609) 443-4100
 - **Do not** make comments to any Company or Law Enforcement representative while on picket duty
 - **Do not** use Social Media for strike related activities, including posting videos and pictures
 - Display your picket sign in a proper and respectful manner
 - **Do not** alter the picket sign
 - Comply with all police direction and regulations
 - Respect the rights and property of residences and businesses in the vicinity of the picket locations
- In the event a member is unable to perform a picket assignment, it is that member's responsibility to see that assignment is covered.
- Picket assignment swaps- All swaps must be approved through your Unit Office.
- First week no swaps allowed.**
- In the event a member is unable to arrange a swap, that member must contact their Unit Office which will assign a member who will perform your assignment for a fee. This fee (\$30 per assignment) is your responsibility.
- Members on an approved disability are excused from picket duty. In the event your disability ceases during a strike it is your responsibility to contact your Unit Office to obtain a picket assignment.
- Be aware it is likely that picketing activity will be on video by Company representatives, hired investigators, or private surveillance.