



## **POLICY STATEMENT**

### **PICKETING**

The labour movement in British Columbia has succeeded in developing among trade unionists respect for picket lines to an extent, which is unsurpassed on the North American continent. This has enabled workers in BC to win extremely difficult disputes of the kind, which are often lost in other areas.

The success of this picket line policy is the result of determination and principle on the part of union members combined with the policy of co-ordination through the B.C. Federation of Labour.

There is a danger of individual unions taking for granted the respect for picket lines which has been developed in BC and failing to follow properly the policy of co-ordination and consultation through the Federation when establishing picket lines. There have been an increasing number of cases where unions have commenced picketing without proper consultation and co-ordination.

Such abuses of the picket line policy can seriously jeopardize the respect for picket lines, which has been developed and can provide an excuse for governments to further restrict picketing rights. Because it is essential to maintain the sanctity of picket lines and because it is essential to obtain the widest possible legal provisions for picketing, the B.C. Federation of Labour, by Convention decision, adopts the following picket line policy:

1. Any affiliated local union proposing to establish picket lines which may affect members of other affiliated unions, must give to the B.C. Federation of Labour, 72 hours notice (excluding week-ends) to enable the Federation to call a meeting of Federation Officers and representatives of all affiliated unions likely to be affected by the proposed picket lines. The only exception shall be:
  - a) in emergency situations such as sudden action by an employer against a group of workers;
  - b) where a general program of action, such as rotating strikes, has been agreed to by the Federation and the affiliates affected; and
  - c) where picketing affects only the striking union or only other unions with a special working relationship such as building trades unions or construction or waterfront unions.

Where planned picketing is expected to affect multiple work locations or a significant number of other employers, unions should attempt to provide

- more than 72 hours notice. This will provide better opportunity for consultation and notice to affected unions and their members.
2. The union proposing to establish picket lines should provide the Federation with a list of other unions and employers who will be affected by picketing. The Federation will review the list of employers to determine if other unions that have not been identified should be involved in the picketing coordination process.
  3. At the coordinating meeting, the Federation and the affiliates involved shall agree on those picketing proposals which will serve the interests of the workers directly involved and of the trade union movement.
  4. No affiliated union shall picket in a manner other than that agreed upon under the above section. No affiliate shall violate such a picket line.
  5. Appropriate sanctions shall be applied to affiliates violating this policy including any of the following:
    - a) declaration that a picket line is contrary to Federation policy and subject to removal;
    - b) withdrawal of Federation support from an affiliate violating the picket policy;
    - c) suspension or expulsion of the affiliate responsible; and
    - d) such other sanctions as may be deemed appropriate.
  6. The appropriate sanctions shall be determined by the Executive Council with the right of appeal to the next Federation Convention.
  7. Any non-affiliate seeking recognition for its picket lines must follow this procedure.
  8. This policy shall be distributed to all organizations holding certifications in the Province of British Columbia.

**Adopted in Convention 2000**

**B.C. Federation of Labour**

(Supersedes Picketing Policy 1975)