



GUIDE TO PRACTICE PICKETING

All locals representing UPS members should be participating in or organizing practice pickets at UPS facilities. Local unions and picket captains should refer to the following recommended steps for organizing your practice picketing actions:

1. **Identify public property at and around the worksite with high visibility to passersby (if possible).**
2. **Post notices and communicate with your workplace leaders (i.e., stewards). Include time, location, organizer info, etc.**
3. **Make sure to communicate with your members about time/place and expectations.**
4. **Invite a keynote speaker to lead the action (i.e., principal officer, chief steward, other local union officer, etc.).**
5. **Invite community-based collaborative groups (i.e., teachers, labor centers, etc.) to participate in the action.**
6. **Use rally signs as window signs for posting in favorite bars or restaurants, as a show of solidarity.**
7. **Host a sign-making party near one of the entrances to the company. This is an opportunity for a high visibility action in addition to the primary action.**
8. **Have supplies ready to quickly make and assemble the signs (need a captain on site to make sure content is in alignment with International).**
9. **Have everyone sign in and retain sign-in sheets.**

PRACTICE PICKETING FAQs

Q: Why are we organizing practice picketing?

A: "Just Practicing" picketing sends a message to the company and to the public that we are ready to strike if we need to.

Q: Can I be fired for participating in a practice picket?

A: Your rights to strike, to picket, to handbill, and to engage in other forms of concerted activities as workers are guaranteed by section 7 of the National Labor Relations Act (NLRB).

Q: Is there any risk?

A: YES. There are strict laws that govern strike lines.

This is NOT A STRIKE LINE and thus we must be mindful of our conduct on the practice picket line. Individuals can be fired for off-duty conduct. Please follow the rules as outlined by your local union's leadership and your picket captains.

Q: What are the most important rules?

A: DO NOT stop working if on clock.

DO NOT be late to your regularly scheduled shift.

DO NOT encourage anyone else to stop working.

DO NOT discourage Teamsters or anyone else from delivering or picking up a load.

PRACTICE PICKETING FAQs *continued*

Q: *Are we asking people to stop work or deliveries?*

A: NO, absolutely not. The goal of a practice picket is to inform people and build public awareness. This is not the same as a strike line.

Q: *What are we asking people to do then?*

A: Stand in solidarity and practice together.

Q: *Can I yell, scream at, and berate the management of the company?*

A: No, we hold the high ground with the company and we should conduct ourselves accordingly. No racial, sexist, or gender-based attacks will be tolerated.

Q: *How do I organize a practice picket (what are the do's)?*

- A:**
- Inform people in advance. Invite them to come before or after work at a designated time.
 - Bring signs provided by your local.
 - Walk in a circle.
 - Chant.
 - Do not block entrances or exits.

Q: *Who can I encourage to honor a practice picket line?*

A: This is a practice picket and should be used as an opportunity to educate the members around you. Many people have never been on a picket line. Educate your co-workers on what is going on and how they can get involved.

RECOMMENDED SUPPLIES CHECKLIST

- | | | |
|--|---|--|
| <input type="checkbox"/> Sign-in sheets | <input type="checkbox"/> Other UPS Teamsters rally signs | <input type="checkbox"/> Checklist of materials
<i>(for captains)</i> |
| <input type="checkbox"/> Practice picket signs | <input type="checkbox"/> Map of public property for event | |
| <input type="checkbox"/> Fliers | <input type="checkbox"/> Chant sheet printouts | |

DO'S & DON'TS

DON'T call it a strike — we are just practicing.

DON'T prevent vehicles from entering or exiting the facility.

DON'T cause damage to company vehicles or other property.

DON'T get in heated exchanges.

DON'T threaten anyone with bodily or property harm (explicit or implied).

DON'T get arrested — remember this is practice.

DON'T in any way obstruct entrances or exits of the premises.

DON'T interfere with, or swarm, persons or vehicles entering or leaving the job.

DON'T encourage or induce people to leave the premises or to quit work on the practice picket line.

DON'T interfere with traffic on the public roadway.

DON'T tell the public to boycott UPS.

DON'T disparage the employer.

DO follow the instructions of the practice picket captain.

DO peacefully patrol at or near the entrance to company facilities.

DO peacefully persuade others who are off the clock to join the practice lines.

DO explain the reason we are practicing.

DO restrict practicing to public property.

DO maintain a clean practice picket area.

DO report for work at your regularly scheduled time/shift.

