

Appendix 1-L

Picket Lines

Over 97 per cent of all labour disputes are resolved without strikes by employees or lockouts by the employer. On occasion, however, the parties simply can't come to an agreement, the dispute escalates and a picket line¹ is established.

United Way – Centraide does not take sides in these disputes, but should remain conscious of the potential impact of their actions. Feelings can run high in these situations and those crossing picket lines are not seen in a positive light, especially if they can simply avoid doing so. This is not only true for those on the picket line, but also for members of other bargaining units in the workplace and by other union members in the community. Crossing a picket line could negatively impact the way workers see United Way – Centraide, have a adverse effect on the campaign, and possibly create longer-term tension.

This model Picket Line Policy is United Way of Canada's – Centraide Canada's advice on how UWs – Cs can stay out of labour disputes and, where they are affected, engage in a collaborative process to resolve the situation. Note that where labour staff are in place, they can be a valuable resource to assist the parties successfully avoid and/or resolve issues that may arise.

United Way – Centraide: Model Picket Line Policy

In order to respect the partnership between the United Way - Centraide Movement and the Canadian Labour Congress and its bodies, as well as the legal rights provided to working people under labour relations legislation, it is the policy of the [insert name of the local United Way – Centraide] to respect legal picket lines. This means no United Way – Centraide volunteer or staff member will cross a legal picket line to conduct United Way – Centraide business.

Where there is an established need to meet with individuals or groups affected by a legal picket line², for example, to discuss the campaign or provide training on workplace campaigns, these meetings will be held at the United Way – Centraide or an alternate location outside the picket line.

When United Way – Centraide events are booked at a unionized facility, the United Way – Centraide will attempt to negotiate a clause releasing them from the contract if there

¹ This appendix refers to legal picket lines, not illegal picket lines or picket lines established for the purpose of providing information to the public.

² This would include the parties to the legal dispute (strike/lockout) and other parties affected by the picket line, such as employer representatives and members of other bargaining units that work behind the picket line but are not directly involved in the dispute.

should be a labour dispute at that facility at the time of the event. Whether successful in negotiating such a clause or not, the United Way – Centraide will make every effort to move the event to an alternate location. If there is concern that this would cause unreasonable financial hardship for the United Way – Centraide, and thus the community work it does, the United Way – Centraide will meet with the Canadian Labour Congress and the Labour Council to discuss how to address the situation.