



Informational Picketing and Leafleting Guidelines

CWA members often engage in informational picketing and leafleting to inform the public about important issues facing working people in our communities. In order to effectively deliver that message and ensure that our free speech rights are protected, those who are participating in informational picketing and leafleting should follow these guidelines:

When you are picketing and/or leafleting...

- Follow the instructions of the picket captain or designee at all times.
- Be cooperative with law enforcement and refer them to the picket captain or designee.
- Make sure that people are able to enter and leave the informational picketing or leafleting location. If you are leafleting in a retail area, consider having one or two people hand out leaflets and the others stand or walk nearby with signs or a banner. Do not block the ingress or egress of anyone.
- Do not interfere with or swarm people or vehicles entering or leaving the informational picketing or leafleting location.
- Respect employer property rights and do not tamper with private property in and around the informational picket area.
- Informational picketing should be confined to public areas, not private property or the streets.
- Carry and walk with a picket sign at all times that you are picketing. Use picket signs provided by CWA or follow guidelines for handmade signs.
- Dress for the weather and wear appropriate attire.
- Educate about issues. Do not engage in arguments and avoid confrontations.
- Do not threaten, intimidate or harass anyone. Chanting and yelling is okay as long as the chants don't contain threats, slurs or other forms of

harassment based on ethnicity, national origin, color, race, religion, gender/sex, sexual orientation. Such misconduct can lead to discharge.

- Do not use unauthorized sound amplification devices.
- Do not use foul or abusive language to anyone in vicinity of picket lines.
- Do not physically touch or become violent with any person approaching or crossing picket lines.
- Do not photograph or videotape anyone entering or leaving the premises without their permission. Do not record any license plates or other identifying information. You may take pictures/video of interactions in public spaces.
- Do not make any statements to police, reporters, TV/radio, managers, security agents or third parties without authorization. Refer questions to picket captain or CWA.
- Do not litter. Keep the area clean. Do not throw anything at the picket site.
- Do not drink alcoholic beverages or bring any non-prescription drugs with you to the picket line.
- Do not bring anything on the picket line that may be construed as a weapon.
- Do not interfere with traffic beyond what pedestrians normally may do.
- Do not picket alone. Your safety is of utmost importance.