



Picket Guidelines

FÓRSA

Guidance for Fórsa members, representatives and officials.

IMPORTANT

The Industrial Relations Act 1990 sets out the conditions and conduct that must be observed for picketing to be lawful. The statutory requirements and these guidelines must be followed without exception. Failure to do so may place the legal right to picket at risk.

Local representatives should ensure that all members rostered for picket duty are briefed on these guidelines in advance.

What is a picket?

When workers take industrial action, they come together to picket the workplace. This builds visibility and public awareness and brings workers together.

Purpose of a trade union picket

The purpose of a trade union picket is to:

- inform employees, the public and other parties that an official trade dispute exists, and explain why the dispute is happening;
- make clear that the dispute is with the employer whose premises are being picketed;
- ask Fórsa members, other workers and any other willing parties to respect the picket.

Conditions for lawful picketing

- Picketing must be carried out as part of a trade dispute.
- Picketing must be conducted peacefully for the purpose of obtaining or communicating information or peacefully persuading a person to work or to refrain from working.

**Members are protected by their union during disputes.
If you are not in the union, you won't be protected.**

Join Fórsa today.





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Who can picket?

- The right to picket is for employees of the employer in dispute and Fórsa employees or officials acting on behalf of those employees. (This includes elected committee members).
- Fórsa staff may accompany and support Fórsa members on an authorised picket line.

Where can picketing take place?

- Employees may picket at or near a place where their employer works or carries on business.
- Where picketing at that place is not practical, employees may picket at 'the approaches' to the place where the employer works or carries on business.
- Employees may picket at a location where they have not personally worked, provided their employer works or carries on business there.

Organisation and records

- The strike committee or local representatives, in consultation with the relevant Fórsa official or national office, will determine the number of members required and the roster for picket duty.
- A record or sign-in sheet for all people undertaking picket duty must be maintained at each workplace or picketing location.
- Any uncertainty about the organisation or conduct of a picket should be referred to the relevant Fórsa official before action is taken.

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