

MANDATE TRADE UNION PICKETING – GUIDELINES – DEBENHAMS (DRIL)

The Industrial Relations Act 1990 sets out the conditions and the conduct that must be observed for picketing to be lawful. The requirements set out in the Act along with these guidelines must be adhered to without exception otherwise the legal right to picket can be withdrawn.

The object of a trade union picket is to inform employees, the general public and other parties to the fact that there is an official dispute and the reason for it.

That there is a dispute with the employer whose premises is being picketed and to call on members of the trade union and all other parties so willing to respect that picket.

Picketing must be carried out in contemplation or furtherance of a trade dispute.

Picketing must be conducted for the purpose of peacefully obtaining or communicating information or of peacefully persuading any person to work or abstain from working.

The right to picket is confined to employees of the employer in dispute and the officials/officers of the trade union to which those employees belong.

Employees may picket at a place where their employer works or carries on business or where that is not practicable, at the approaches to a place where their employer works or carries on business.

Employees may picket a site where they have never worked but where their employer works or carries on business.

A trade union official/officer may accompany any member of his/her trade union whom he/she represents.

The number of employees picketing should not exceed what is considered adequate for the purpose. Mass picketing is not permissible.

It is the responsibility of the trade union and the local representatives/members in dispute to ensure that the number of members on picket duty is consistent with achieving the objectives of the picket and should not in any case be such as to cause intimidation or embarrassment to workers not involved in the dispute, workers in other employments or any other party.

The strike committee/local representatives, in consultation with the trade union official, will determine the number and rosters of employees who will participate in picketing.

A record/sign-in sheet of those undertaking picket duty should be retained in each workplace/location.

Covid-19 Regulations

It is imperative that the above guidelines should be read and applied without exception along with the Government Covid 19 regulations particularly those relating to social distancing and travel restrictions