



HANDOUT 1 - THE DIFFERENT ROLES DURING A STRIKE

PICKETERS (MEMBERS ON STRIKE)

- Participate in the picket line
- Sign the attendance book when they arrive on the picket line
- Receive strike pay
- Follow strike protocols
- Picket only in designated areas
- Respect union and employer policies when picketing
- Do not discriminate or harass others
- Will not engage in any mischief that would interfere with the bargaining process or the integrity of the picket line
- May be subject to criminal charges and disciplinary action up to and including dismissal if their conduct warrants it

PICKET CAPTAINS

- Maintains the picket line.
- Briefs pickets on rights and duties/ distributes "information sheets".
- Keeps the line moving.
- Checks signs and placards, etc.
- Watches strangers.
- Keeps telephone numbers for emergencies.
- Takes pictures & videos. (e.g., to record incidents; for souvenirs)
- Stays vigilant for irregularities/ problems on the line.
- Reports a "skimpy" line or a "weak" line to the Strike Captain.
- Immediately files reports of any picket line incidents with the Strike Captain.
- Deals with the public and the news media.

STRIKE CAPTAINS

- Coordinate all strike activities
- Work with the picket captains to establish an effective picketing system
- Where applicable, ensure that non-striking unit members and essential service providers are fully integrated into strike plan
- Inform picket captains and other strike captains of the resources they need to carry out their assigned tasks.
- Communicate and liaise with local authorities.

AREA COORDINATORS

- The PSAC Regional Representative assigned to this strike plays this role
- Liaise with the regional strike coordinator, strike captains and local officers to make sure that strike actions in a particular area are well coordinated.
- They serve as members of the regional strike committee

THE REGIONAL STRIKE COORDINATOR

- The NCR Regional Coordinator
- Coordinates strike training
- Ensures that the Regional Office provides appropriate support, if required
- Informs the Area Coordinators of the strategy and direction of the strike
- Establishes an effective communication system capable of disseminating urgent information quickly

THE NATIONAL STRIKE COORDINATOR

- The Regional Director or the person responsible for strike mobilization plays this role
- Reports to the National Strike Coordinating Committee
- Is responsible for the overall strike communication network
- Resolves problems within the communication network
- Ensures that the regional strike structure is functioning effectively

REGIONAL STRIKE COMMITTEE

- Chaired by the Regional Strike Coordinator and/or Regional Executive Vice-President
- Provides feedback into the regional strike plan
- Supports the coordination of strike activities
- Ensures that there is good communication between those involved

NATIONAL STRIKE COORDINATING COMMITTEE

- Coordinates all PSAC resources and activities in support of the bargaining team and the strike
- Develops national mobilization and strike support strategies
- Makes recommendations in this regard to the National President, the Alliance Executive Committee and the National Board of Directors
- The composition of this committee will vary depending on the size of the unit on strike and the number of Components involved

In the case of smaller bargaining units or smaller strikes, some of these roles may be combined