



All-Out Pickets – Step by Step Guide

As you know, nurses in the hospital sector are not legally allowed to strike. Even rotating strikes would violate the *Hospital Labour Disputes Arbitration Act*.

In order to leverage your power and ensure that your voices are heard, we can utilize information pickets to share your demands with your employers, the public and the media. The goal of this action is to amplify bargaining demands, make connections between better staffing, wages *and* better patient care, and ensure you are noisy about this!

To prepare for the All-Out Pickets, consider doing these things one to two weeks ahead of time (February 6th-16th)

1. Recruit a team of people to help you – Mini-Picket Team
2. Pick a time of day for the picket based on coverage from your mini team (one lead should always be available to be on site, and at least two people should be running the picket).
3. Connect with your regional lead to notify them of the time and place of your picket. ONA staff will ensure local media knows when your picket is happening and can support connecting with labour and community allies.
4. Please ensure your regional lead has your contact information so that we can post this on the ONA website for any media or supporter inquiries.
5. Complete a sign and leaflet request using the form at the bottom of [this page](#).
6. Download the fillable poster and add your picket specifics – use this to communicate your picket to members, community and local labour groups. You can also find social shareables and other graphics [on the website](#).
7. Secure megaphones and safety vests – you can either reach out to your local labour council or community groups and see if you can borrow these or purchase a megaphone on your own. If you need safety vests, please note this in your sign request form, and we will supply 1-2 based on supplies available.
8. Invite local labour groups, community groups and supportive MPPs to the picket! Join Nour and Stephanie for a phone & email zap to call local labour and community supporters the week of February 6th! You will receive training and support on how to reach out and invite allies, as well as ideas for inviting speakers to the picket. Contact Stephanie at stephanief@ona.org for talking points and an email template if you don't have time to participate in the group phone and email zap.
9. Rent sound equipment from Long & Mcquade or other local shops. This can usually be obtained the day of the picket if the supplies are good, but call ahead to confirm. Consider the size of the crowd when renting your system, and ensure you get a speaker that is battery operated so you don't need to worry about extension

cords. Also rent a mic, a mic stand, all cables and something to connect a phone if you want to play music.

To prepare for the All-Out Pickets, consider doing these one week ahead of time (February 16th)

1. Working with your Mini-Picket Team and your membership list, call everyone and invite them to the picket.
2. Scope out the site and determine where you want to be stationed (ensuring no blocking of hospital entries or exits. Be mindful of driveways, bus stops and other publicly used space).
3. Choose a 'picket route' (where you will walk, turn around, and walk back).
4. Assign roles within your team – see below for key roles (Picket Captain Marshalling, Chants, Leaflet, Media, Member check-in)
5. Follow up with local supporters from unions, community groups and MPPs if you haven't heard back.
6. Coordinate who will bring signs, leaflets and materials, and who will take these home – it can be helpful to have a small folding table for this, but is not necessary if you have a box to store things in.
7. Coordinate who will bring the sound equipment and who will return it at the end of the picket.

To prepare for the All-Out Pickets, do this on the day of:

1. Wear something that makes you easily identifiable, safe and comfortable while on the picket line, e.g. warm coat, rain gear/umbrellas and comfortable shoes.
2. Ensure all members participating know their roles and responsibilities.
3. **Remember that the BUP or LC is the media spokesperson** at all times and refer media inquiries to them. BUPs and LCs will be provided with speaking points to support and you can always reach out to Sheree Bond at ShereeB@ona.org or Katherine Russo at katheriner@ona.org for assistance.
4. Take photos! Post them on social media using hashtags #SupportNurses #BetterStaffingBetterCare
5. Send a reminder email, using personal emails, to your Bargaining Unit members with the time and location.
6. If your mini team has the capacity, make phone calls and send texts to remind folks to come out!

Roles:

Picket Captain

- If you decide to have a longer day, there should be one picket captain assigned to each shift and they should always overlap to ensure complete continuity between shifts.

- Picket captains should be responsible for working in the Mini-Picket Team to assign various members to each area of need, sending people to walk, hand out flyers, support moving items back and forth from cars, and generally keeping the picket running smoothly.
- The picket captain is not the media contact and should have the BUP or LC contact's phone number available at all times to direct any media to them.

Marshalls

- If the picket is small you may only need 1 or 2 additional people to support the picket captain. If you are expecting a large group (over 100 people), recruit and assign 2 marshals per 100 people.
- The role of the marshal is to support the picket captain in all aspects of the picket, to keep people moving, to keep a safe barrier between traffic and to know the picket route.

Leaflet

- Assign one member of the mini team to lead on leaflets – this person can support by ensuring all volunteers have leaflets and are trained in how to talk to the public on the issues.

Chants

- Within your Mini-Picket team assign one person to shout the chants (either over the megaphone or the sound system).
- You do not need chants for the entire picket, but it helps to prepare 5 or more to use – see here for some standard chants.
- If you are expecting a large group, print out the chants to have marshalls distribute in the group (this will help with call and response participation).

Media

- It is very important that the BUP or LC be the designated media person for the Picket. They will be provided with training on this and can speak to the overall issues during this round of bargaining. **KEY MESSAGES WILL BE PROVIDED AND IT'S VITAL TO STICK TO THEM.**
- If the Regional Vice President is present, they will be the main media spokesperson. If the RVP or the BUP is not present your team can utilize talking points prepared by ONA staff for local leaders.

Member Check-in

- Assign one member of the team to check in with members as they arrive. Ensure they have all the info they need to participate. If possible use sign-in sheets to see who comes out and do follow-up with them.

Safety & Accessibility Notes:

- Never have one picketer at a time; if you have lower turn out, consolidate the entire group into one location and do not walk up and down.
- Engage the public walking by and ask them to support our All-Out Pickets, do not try and convince angry opposing voices to join your cause – seek to engage supporters!
- If you print or hand-make signs, ensure they are large, easy-to-read and respectful.
- Call your regional lead if any safety concerns come up.
- If the police, employer or anyone else comes to ask questions, have the BUP or designate speak to them directly.
- Never leave a picket site untidy. Assign a crew to pick up abandoned signs, leaflets, etc. at the end of the day.
- If possible, have beverages and snacks easily accessible to picketers.
- Remind members that the employer may utilize any of the following tactics to intimidate them:
 - Utilizing security personnel to come and ‘check-in’ on the picket
 - Audio and videotaping picketing
 - Managers threatening our members verbally and/or with bad behaviour