

EDITOR'S NOTE: (Sept. 20) National Labor Relations Board regulations and California state law protect employees who are on strike and provide a number of free-speech and public-assembly rights for those walking a picket line. The MTA supports these rights. The MTA Safety and Security Department explains those rights in this document.

Activities on Picket Lines

- The MTA supports the right of unionized employees to engage in a lawful work stoppage (strike) or other lawful job actions (information pickets, informational campaigns etc.)
- Personnel on any picket line, and all management personnel, must obey all federal, state and local laws and ordinances. Any violation of the California Penal Code or the California Vehicle Code may result in arrest or citation as appropriate.
- When on strike, unionized employees have the right to establish a "Picket Line" in public areas such as sidewalks, public plazas, and other such areas that are generally open to the public.
- Personnel on the picket line may film or take photos as they see fit.
- Personnel on the picket line may use a bull horn within reasonable noise restrictions.
- Picket lines may only be established in the area of the employer's facilities or near the facilities of any firm or agency that is engaged in "Replacement Work."
- Picket lines may not be established near firms or agencies that are not engaged in replacement work.
- A picket line may be established with persons walking on a public sidewalk in front of the employer's driveway.
- Personnel on the picket line may hold placards, signs, banners and other such materials.
- The picket line may not "block" vehicle or pedestrian traffic in or out of the employer's property.
- The picket line may walk in front of vehicle or pedestrian traffic for a reasonable amount of time. This time period will vary depending upon the total circumstances at each location. If the location is in an isolated area, and delaying traffic in the area of the driveway (facility entrance) will not cause a traffic problem, then a delay of about two minutes may be reasonable. If the location is on a busy roadway, then a delay of only a few seconds may be allowed as any further delay could cause a traffic safety problem.

[\(Click here to read about crossing a picket line safely.\)](#)

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