

The Differences Between :

Informational Picketing

Vs. Strikes

An **economic strike** is about wages, benefits, or working conditions, while an **unfair labor practice strike** is about the employer's violations of labor law. This distinction is important because ULP strikers have protections against permanent replacement that economic strikers do not.

An informational picket is a **public demonstration by a labor union for the purpose of informing the public about a matter of concern to the Union.**

(e.g. Contract negotiations, Unfair labor Practices. Etc.)

Primary picketing is designed to exert pressure on the employer. Secondary picketing takes place at the workplace of an employer other than the primary employer. Generally, this is an employer with whom the primary employer does business. Secondary picketing is designed to put pressure on this neutral employer.

Informational picketing

noun

in·for·ma·tion·al picketing

: picketing by a labor union for the purpose of informing the public about a matter of concern to the union

Unfair Labor Practice

Employees who strike to protest an unfair labor practice committed by their employer. Such strikers can be neither discharged nor permanently replaced. When the strike ends, unfair labor practice strikers, absent serious misconduct on their part, are entitled to have their jobs back even if employees (temporary replacement "scabs") were hired to do their work have to be discharged.

Grievance Strikes

Grievance strikes would occur after contract expiration - the no strike and binding arbitration clauses are no longer in effect. Working without a contract; During the terms of an active contract (or contract extension), disputes would be addressed through the grievance/arbitration process.

Local Presidents (or Designee) should consult their assigned Staff Rep prior to triggering a grievance strike - the Staff Rep will contact legal counsel on the Local's behalf.

Economic Strike

An **economic strike** is tool used to obtain economic concessions (e.g., wages, benefits), and improvements involving working conditions. During economic strikes, strikers do not have protection against the employer hiring permanent replacement workers.