

INDUSTRIAL ACTION PROTOCOL

1. A picket line can be a legitimate part of industrial action to inform staff, students, passers-by and visitors of the existence of an industrial dispute.
2. For a picket line to be legitimate it **must be recognised and endorsed by the union community affected by the picket. This includes all unions at a work place and Unions NSW.**
3. The higher education unions have long had an agreement that where one union intends to take industrial action that will affect members of other unions there will be negotiation with the other unions.
4. Where, after negotiation, a legitimate picket is used that affects members of a union who are not picketing the role of the picket line is to ensure:
 - i members of the picketing union do not cross the picket line, and
 - ii other staff are requested not to perform the work of striking members.
5. Unfortunately there has been no discussion with the CPSU or any other higher education union about the industrial action being taken by the academics union this week.
6. **No picket line has been endorsed by the CPSU or Unions NSW.**
7. **THE ACTION ON THE 16 SEPTEMBER 2009 WILL NOT INCLUDE A LEGITIMATE PICKET LINE. IT IS A UNION PROTEST BUT NOT A PICKET LINE.**
8. Notwithstanding this we advise all members that:
 - o When you arrive at work you may be approached by a staff member about their protest action. Feel free to talk to them and take any material they hand out.
 - o All staff engaged in the protest action must act in a peaceful and orderly manner and should not seek to threaten, intimidate or physically prevent individuals going to work.
 - o All staff engaged in the protest action must pay due regard to safety issues, especially in relation to traffic and traffic flow.
 - o Drivers of motor vehicles must not attempt to speed or drive aggressively through a picket line and should under no circumstances, drive their vehicle in a way that threatens or causes harm or injury to any person.